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Training in Industry Program

The rapid pace of technological change has created need for co-operation of management, labour and government in training workers, who face retraining at least once in working career

Because mechanization, automation and other technological advances have altered the pattern of occupations—now almost 70 per cent of all employment is in professional, skilled or white-collar jobs—the average Canadian worker will have to be retrained at least once during his working career.

And the rapid pace of technological change has created an urgent need for co-operation among management, labour and government in dealing with the problems of training and retraining.

It is vital today for workers to have broadly based training that makes them flexible and mobile as well as competent in their particular trade or occupation.

In the past, many on-the-job training programs were specially designed to meet the immediate needs of the individual employer who gave the training, but today the trend is toward a broader form of training that goes beyond merely cultivating the particular kinds of skill needed by the employer, and looks to the long-range needs of the worker and of the economy.

This trend has been matched by increasing government assistance for training-in-industry programs. The Technical and Vocational Training Agreement provides for federal contributions toward a province's costs in undertaking a training program.

Although this co-operative training program is still in the early stages of development, it provides technical and other assistance to companies, businesses or industrial groups that wish to establish broader training programs.

The co-operative training method embraces many types of training, in which are included the following:

Basic training for skill development—The upgrading of a worker's skill in mathematics, science and communications sufficiently to enable him to take more advanced training.

Upgrading courses to keep workers abreast of new techniques in their trades or occupations.

Retraining workers whose occupations have become obsolete, to enable them to transfer to a new or related trade or occupation.

Apprenticeship training under an approved program involving a minimum of 4,000 hours of reasonably continuous training in prescribed proportions of training in class and training on the job.

Technician training at post-high school level.

Supervisory and management training.

In one example of basic training for skill development, three companies in co-operation with local school board and provincial officials, established a program to raise the knowledge of 30 employees in English, mathematics and science by two or three grades, starting at Grade 8. The employees are released from work at three o'clock every day for six months to attend a three-hour class.

In this program, the local school board supplied laboratories, and the companies rented quarters, hired a co-ordinator and two instructors, and paid the costs of the program. The companies, however, will be reimbursed by the province, which in turn will be reimbursed by the federal Government to the extent of 50 per cent of the costs.

In this form of training, technical assistance may be obtained in the form of sample course outlines, trade analyses, information sheets and other training aids. Studies of training needs and advice on setting up programs are often given to companies or businesses that ask for such help. The extent of assistance supplied varies from one province to another.

The expansion of technical and vocational training facilities and programs in Canada has meant an increase in the number of part-time, full-time and evening courses in many communities, and officials of local schools or provincial Departments of Education are willing to consider establishing new courses to suit particular needs.

Many companies are today encouraging their employees to take evening courses and are offering incentives in the form of reimbursement of fees or the cost of books. Other firms are allowing their employees to take full-time and part-time courses through day-release arrangements, and in some cases are helping financially.

Government assistance for training in industry is offered under one of the programs established by agreement between the federal and the provincial governments under the Technical and Vocational Training Assistance Act.

From the Labour Gazette, May 1914

50 Years Ago This Month

Act to prohibit manufacture, importation and sale of matches containing phosphorus enacted and its administration placed under Minister of Labour. Immigration in 1913-14 down 17,500

An act to prohibit the manufacture, importation and sale of matches made with white phosphorus was passed by Parliament in May 1914, and the administration of the act placed under the Minister of Labour. The law was to come into effect on Jan. 1, 1916.

A resume and the text of the act were published in the May 1914 number of the LABOUR GAZETTE.

This journal's article stated that poisonous phosphorus was not essential to the manufacture of matches, and that its use in such manufacture had been prohibited by law in some parts of Europe for 30 years, and was then prohibited by law and international treaty in nearly every civilized country in the world.

The Minister of Labour, speaking in the Commons in support of the bill, explained that the use of white phosphorus (the act included yellow phosphorus) was liable to induce in those who worked with it a particularly loathsome disease known as phosphorus necrosis, which attacked the jawbone and the teeth, and which was sometimes fatal. The Minister referred to cases of the disease that occurred in Canada.

The article added that "apart from the not infrequent cases of infantile poisoning caused by little ones sucking the highly coloured heads of white phosphorus matches, the latter present also a convenient and inexpensive means of criminal poisoning, and were employed in this way by a brutal parent in Prince Edward Island a little over a year ago for the destruction of her entire family."

Immigration to Canada during the year ending March 31, 1914 reached a total of 384,867, compared with a total of 402,432 for the previous year, according to official figures supplied by the Department of the Interior. Of the 1913-14 total, 142,622 of the immigrants were classed as British, 107,530 were from the United States and 134,715 from "Other Countries."

The decrease from the total the previous year was only 4 per cent, but the drop did not begin until August 1913. During the April-to-July period, immigration was higher than it had been the year before. But from August 1913 until March 1914, it declined at an increasing rate, beginning with a 3-per-cent drop in August and ending with a drop of 52 per cent in March 1914, compared with the figures for the previous year. A considerable amount of unemployment, especially in the western provinces, and a "financial stringency" were apparently the causes of the decline.

The same causes were probably at work in the reduction in the number of strikes in April 1914 from the number the previous April. Only four new work stoppages occurred in April 1914, compared with 25 in April 1913. "It is a noteworthy fact that only 12 disputes had been reported to the Department up to the end of April, as compared with 46 last year."

Reporting on the progress of railway construction, this journal said that the building of the Port Arthur division of the Canadian Northern Railway was giving employment to more than 200 labourers, and that nearly 2,000 men were working on the Kettle Valley Railway.

It was estimated that 700 miles of railway would be built in Alberta during the year. Besides work on the Peace River branch of the Canadian Northern Railway; the Edmonton, Dunvegan and British Columbia Railway; the Alberta and Great Waterways Railway; and the Calgary-to-Pincher Creek line of the Canadian Northern, it had recently been announced that during the coming summer about 3,000 men would be employed on the Alberta and Great Waterways Railway from Edmonton to Fort McMurray. About 1,000 men were also working in Alberta on Canadian Pacific construction.

"A feature of the month was the arrival at Prince Rupert of the first Grand Trunk Pacific train from Winnipeg. It is stated that the Canadian Northern Railway will enter Weyburn this summer by building a spur from their line running from the country south of Weyburn."

The Montreal correspondent said that about 4,000 men had been given employment by the city at $2.25 a day. Private contractors were paying $1.75 and $2, and they feared that they would be deserted by their "cheap" labour. Some labourers did leave their jobs and get work with the city, and the railways received fewer applications than usual for work on construction gangs; instead of looking for railway work, the men were seeking jobs with the city.

90160—1½

Report on Employment and Manpower in New Brunswick

Publication of a report entitled "Employment and Manpower Utilization in New Brunswick 1950 to 1960" was announced jointly last month by the federal and New Brunswick Departments of Labour.

The report is the result of a study by a federal-provincial research committee under the chairmanship of Dr. W. R. Dymond, Assistant Deputy Minister of the federal Department of Labour. The Deputy Ministers of the New Brunswick Departments of Labour, and Finance and Industry were on the Committee.

Labour Force Analyzed

The main body of the report is organized around the analysis of the supply of, and the demand for labour. Characteristics of the population from which the labour force is drawn, including age and sex distribution, growth and migration, are examined. The labour force itself is analyzed as to structure, educational achievement, skills and adaptability.

In analyzing the demand for labour in the province, a study was made of the employment and output trends in the New Brunswick economy as a whole over the period 1950 to 1960, and for the individual industry sectors.

Sample Survey

A special sample survey also was made of households in Gloucester County in order to obtain detailed information on the characteristics of employed and unemployed persons in the area. From this survey, much new and useful data are presented, not only on certain aspects of unemployment, but also of underemployment.

A final chapter on seasonal unemployment analyzes the seasonal variations in employment, the extent and duration of seasonal unemployment, and the industries affected. Those persons who become seasonally unemployed were also examined as to their occupations, skills and age.

The study noted that although total employment increased during the period 1950 to 1960, the entire increase was made up of women. Male employment was no higher at the end of the decade than it was at the beginning. A substantial decline in employment took place in the goods-producing sector—primary, manufacturing and construction industries—which largely employs male workers. In contrast, there was a notable increase in the service-producing sector, especially in the trade and service industries, which has a large component of women workers.

This marked shift in industrial employment over the decade from the primary to the service industries resulted in serious problems of labour market adjustment. Workers displaced from the primary sector were seldom able to take advantage of the expanding job opportunities in the service industries. Most of the new jobs were dissimilar to those that disappeared, particularly as to the degree of skill and preparatory education required.

Jobs That Disappeared

Many of the jobs that disappeared were those tradtionally filled by males, involving mainly manual work and requiring little education or training. In contrast, the new jobs were frequently of the type regarded as appropriate for women, such as the white-collar clerical, sales, teaching and health occupations, and which usually require more education and training.

Moreover, many of the declining occupations were based in the rural areas, and the expanding ones were in urban centres. Consequently, many of the young men who were new entrants to the labour force were unable to find jobs, and emigrated from the province.

Projections

Population projections indicated that increases in the New Brunswick labour force in the next few years would be substantially greater than in the decade of the fifties. Unless there is an increase in the employment of male workers in the future, the report points out, there is likely to be more migration out of the province, lower labour force participation rates among men, and a higher incidence of unemployment and underemployment among men.

Some concluding observations on the imbalances in the New Brunswick economy are set out, and three major areas in which constructive action might be taken are noted: (1) industrial development, including the expansion of existing industry as well as the introduction of new industry; (2) the training, retraining and adaptation of the labour force; and (3) the reduction of seasonal and general unemployment.

Conference on Divisions Between Men's and Women's Work

The traditional divisions between men's work and women's work in our society, and the social and economic effects of these divisions, were discussed at a one-day round-table conference last month in Ottawa, sponsored by the Women's Bureau of the Department of Labour. About 50 persons from federal and provincial departments and agencies, universities, secondary schools and national organizations participated.

In welcoming the conference participants, Dr. G. V. Haythorne, Deputy Minister of Labour, said that we had tended to become creatures of tradition in regard to the division of work between men and women. The Department of Labour was concerned with improving manpower development and manpower utilization, and was examining traditional ways of using manpower in the light of technological and other changes in industry and business, and the changing roles of men and women in our society.

Dr. Oswald Hall, Professor of Sociology, University of Toronto, said that societies were almost infinitely variable in the sense that almost any kind of work could be considered as either masculine or feminine. Within a specific society, however, and ours was no exception, the division of work between the sexes was likely to be very rigid, and there were mechanisms at work that drastically limited a person's freedom of choice of occupation.

In our society the main model for organizing work was the bureaucratic corporation, in which each member either gave or received orders. This system worked well when there were no serious differences in status between those in the two groups.

It was highly acceptable for men to have authority over women; it was acceptable for men to have authority over men, and somewhat less acceptable for women to have authority over women. For women to have authority over men, however, was likely to be regarded as "disagreeable." Therefore, he said, "women hestitate to strive for jobs that place them in anomalous positions, and men hesitate to place women in such positions."

A second limitation on occupational choice for women arose as a result of the family structure. What the husband did determined the ranking of the family. If part of the income came from the wife, these earnings were, in many cases, viewed as an indication of inability on the part of the husband to support his family adequately.

Another type of limitation of occupational choice occurred where the wife moved ahead until her occupational status and income exceeded that of her husband. For the wife this meant, in effect, that she was constrained to refrain from seeking the sorts of occupational niches that would place the prestige of her husband in jeopardy.

Dr. W. R. Dymond, Assistant Deputy Minister of Labour, spoke on the economic aspects of the problem. He said that the occupations in which so-called women's work is concentrated are predominantly those in the service-producing industries; men's occupations tend to be concentrated in the goods-producing industries. He pointed out also that women were heavily concentrated in the white-collar occupations, which often cut across industry boundaries.

Over the last 30 years the proportion of workers in the goods-producing industries had dropped from 60 to 46 per cent of the total labour force, while the proportion of workers in service-producing industries had expanded from 40 to 54 per cent.

Dr. Dymond said that the participation rate of women in the labour force was increasing, while the rate for men was actually dropping. This was partly the result of differing employment trends in the industries in which men's and women's jobs predominate.

Although some of the jobs in the expanding service industries were traditionally more suited to women, there was a vast number of jobs that could be done equally well by either sex. In these industries, however, employers preferred to hire women, mainly because women were willing to work at lower wage rates than men of equivalent skill and experience, and because women appeared to be less concerned with the fringe benefits which men found important because of the male role in our society.

It was probably considered morally wrong to pay a man less than he required to support his family at a reasonably decent standard of living but the same scruples do not apply to women, since employers assumed that young girls and married women usually lived at home.

Another factor was that women had traditionally been more difficult to organize into trade unions and in consequence were more "tractable" from the employer's point of view.

All these factors made it difficult for men displaced from jobs in the highly-unionized goods-producing industries to move to the expanding service industries. This problem of mobility was going to require more and more attention in the future, Dr. Dymond said.

43 Chicago Businessmen Complete Canadian Course

Forty-three Chicago businessmen last month received certificates marking the completion of two courses in small business management prepared by the Canadian government. This is the first time Canada's small business management courses, which are in regular use in various Canadian communities, have been used outside this country.

The course entitled "Management Accounting" was prepared by the Small Business Management Training Division, Department of Labour, for owners and managers of small businesses in Canada. The Florists' Telegraph Delivery Association was given permission to adopt the course to the specific needs of florists and is now conducting the course in the United States and Canada.

Management Accounting is one of five courses prepared by the federal Departments of Trade and Commerce and of Labour and made available to Canadian businessmen through provincial departments of education or the departments of trade and industry. Other courses in this series include Retailing, Marketing for Manufacturers, Bookkeeping and Purchasing.

New Construction Technician Course to Begin in September

A new two-year "Construction Technician Course" is to begin in September in Toronto. The course is designed to give to students interested in making a career in the construction industry a broad background in construction principles and techniques and to fit them for a variety of positions in the industry. If possible, the same course will be conducted in London and Ottawa.

Apprentices and journeymen will also be given an opportunity to advance beyond their present status by taking the course.

The classes will terminate at the end of April in order that first-year students can obtain practical experience on the job from May to August.

The program of studies includes building construction and drafting, quantity surveying, materials, theory of structures, mechanical installations, mathematics, science, economics and construction business practice. The prerequisite for the Course is Grade XII or equivalent..

In 1963, the Ontario General Contractors Association became aware of an acute shortage of qualified personnel of a junior age trained in construction practices and techniques. The OGCA expanded its Apprenticeship Committee to explore the possibility of setting up educational programs to fill the void between apprenticeship training for journeymen status and university training for graduate civil engineers.

The OGCA committee held a meeting last August with officials of the Technological and Trades Training Branch of the Ontario Department of Education to explore the possibility of setting up a course of training in construction. A joint conference prepared a syllabus. The Constuction Technician Course is the result of these joint efforts.

This new approach to a career in construction has been necessitated by technological changes in the industry, which have made it essential to have a broad knowledge, a combination of theory and practice.

British Economic Council Surveys Construction Industry

Output in the construction industry in Britain must increase by 13 per cent over that of 1963 if this year's estimated demand is to be met, the National Economic Development Council states in its latest report, "The Construction Industry." In order to achieve this increase, the industry will have to recruit at least 2 per cent more labour, a high proportion of which must be skilled.

A summary of the report in the *Ministry of Labour Gazette* for March says that even if the extra labour can be obtained and if an effort is made to increase productivity in all sectors, the industry will still be operating "at full stretch" and there will probably be overloading in some regions and in some types of work.

Looking ahead to 1966, a further increase of 10 per cent over 1964 will be needed, and if the required level is not reached this year it will probably fall short in 1966 also. A failure of the industry to meet the growing demand might be a serious brake on expansion, and it was because of the importance of the construction industry at this time that it was chosen for detailed study by the Council.

The periodical shortages of skilled men in the industry are likely to continue, the report concludes. The supply of apprentices is well below what is required to make up for wastage at the present rate, and many more adult trainees could be absorbed than can be trained under present plans.

1963 Edition of "Provincial Labour Standards" Available

A new edition of the Department of Labour's annual bulletin "Provincial Labour Standards" is now available. It sets out the standards in force in December 1963 under various provincial labour laws.

Subjects covered include child labour, holidays, hours of work, minimum wages, equal pay, fair employment practices, weekly rest-day and workmen's compensation.

The more important changes in 1963 concerned the school-leaving age, minimum wage rates and workmen's compensation.

A school-leaving age of 15 years went into force in Manitoba, to be raised to 16 years on July 1, 1965.

Increases in minimum wage rates were brought into effect in almost all provinces. Developments in this field included the setting of rates for men for the first time in Ontario and Prince Edward Island. Rates under general orders were raised in Manitoba and Newfoundland.

As the first stage of a new minimum wage program applying to both sexes in Ontario, wage scales were set for the Toronto-Hamilton-Oshawa area. These orders set a minimum rate of $1.25 an hour for construction workers, $1 an hour for male workers in other industries, and a rate of 85 cents an hour, escalating to $1 on March 31, 1964, for women.

The new general order for men in Prince Edward Island set a minimum wage of 90 cents an hour, increasing in two stages to $1 an hour on May 1, 1964. The new general rates in Manitoba are 75 cents an hour in urban centres and 70 cents in rural areas.

In Newfoundland, new rates of 70 cents an hour for men and 50 cents an hour for women went into effect. In British Columbia, revised orders for offices and laundries set a minimum rate of $1 an hour, the minimum rate in effect for the majority of workers in the province.

Benefits under workmen's compensation laws were increased in several provinces. Of special importance were changes with regard to the age to which children's allowances are payable. In Quebec, a child is now eligible for an allowance as long as he is in regular attendance at school. A child not attending school receives compensation to the age of 18. In Prince Edward Island, payments may now be made, in the Workmen's Compensation Board's discretion, to a child who is continuing his studies up to the age of 21.

Copies of the bulletin (Catalogue No. L2-7/1963) may be obtained from the Queen's Printer, Ottawa, at 35 cents each.

In Parliament Last Month

(page numbers refer to Hansard)

An important modification of the proposed Canada Pension Plan and a substantial increase in the rebate of federal income tax to compensate for provincial income tax was announced by the Prime Minister on April 20 (p. 2331). These changes were also described in a letter sent to the provincial premiers, which was tabled by the Prime Minister in the House (p. 2388).

The federal rebate of income tax, he said, would rise next year to 21 per cent instead of the existing 19 per cent and in 1966 to 24 per cent. The increased rebate and higher equalization payments by the federal Government would mean a reduction of some $60,000,000 in net federal revenue next year, "which will have to be recouped from some other source of taxation."

The Canada Pension Plan under the new proposal would provide a pension of 25 per cent of earnings up to $5,000 a year on retirement at age 65. Pensions would reach their full rate in 10 years' time. Contribution rates would average 1½ per cent for both the employer and the employee at the average level of earnings. Self-employed people would contribute 3 per cent—the combined employer-employee rate.

The Canada Pension Plan would not place private pension plans in an invidious position, and there would be discussions with private plan organizations with a view to integration as soon as possible, the Prime Minister said on April 23 in answer to questions (p. 2488).

The Government did not intend to extend the operation of the municipal winter works incentive program beyond the date originally set, the Minister of Labour said on April 6 in answer to a question (p. 1828).

The Government had decided not to extend the municipal winter works program beyond April 30 in designated areas of slow growth or in areas of high winter unemployment, the Minister of Labour announced on April 22 (p. 2456).

Bill C-28, to amend the Canada Fair Employment Practices Act to prohibit discrimination in employment on account of age, was "talked out" on April 24 during the debate on second reading (p. 2578).

On April 6, Royal Assent was given to an act enabling the Unemployment Insurance Fund to be replenished (p. 1842).

Collective Action by Nurses to Improve Their Salaries and Working Conditions

Until recently nurses have avoided collective action but more and more, nurses' organizations are negotiating with employers as low salaries recognized as part of cause of nurse shortage

An insufficient supply of nurses and the high wastage in the profession are increasingly recognized as attributable in large part to low salaries and unsatisfactory working conditions. The conditions of service are determined in various ways, but more and more by negotiation between the employing agency and representatives of the nurses' organizations.

THE LEGAL BASES OF COLLECTIVE BARGAINING

Sometimes collective action as practised by nurses is governed by the labour relations laws. More often, however, the process is "voluntary" in nature.

In the traditional and legal sense, collective bargaining means the negotiation between an employer and a bargaining agent of his employees with the view to concluding a collective agreement containing provisions regarding rates of pay, hours of work and other conditions of employment. Under the labour relations legislation existing in Canada, employees have the right to organize without interference from their employer. The employer is required to recognize and negotiate with the bargaining agent who represents a majority of employees in a unit appropriate for collective bargaining. Questions of representation are determined by government-appointed Labour Relations Boards.

After a bargaining agent is certified, the employer and the bargaining agent representing his employees are required to meet within a specified period and make every reasonable effort to conclude a collective agreement. Procedures are laid down for conciliation in the event of an impasse. In most provinces, strikes and lockouts are prohibited until the conciliation procedure has been carried out and also during the life of the collective agreement.

In Newfoundland, Prince Edward Island, Quebec and Alberta, to prevent the interruption of essential services, including hospital services, disputes affecting hospital employees are subject to compulsory arbitration.

The fact that the majority of nurses in Canada are not covered by labour relations legislation in no way precludes them from entering into collective negotiation with their employers. In doing so, however, such nurses do not have the protection of the labour relations laws, the employer is under no obligation to recognize any group of nurses as being representative of all nurses in his employ, nor is he compelled to listen to representations from them.

PROFESSIONAL ASSOCIATIONS AND LABOUR UNIONS

Registered nurses associations exist in all ten provinces and, in all except Ontario, nurses are required by law to belong to the professional association in order to practise.* The ten provincial nurses associations are federated into the Canadian Nurses' Association.

The prime objective of the CNA is "to dignify the profession of nursing by maintaining and improving the ethical and professional standards of nursing education and service".† It should be noted that the function of a professional association in maintaining and improving professional standards is quite different from the chief purpose of the labour union, which is to regulate relations between employers and employees.

There is also a significant difference in the personnel of the two types of organization. The professional association is comprised of members from all ranks. Nurses associations include head nurses, supervisors, instructors and administrators, as well

*Registration with the Registered Nurses' Association of Ontario is voluntary but, in order to practise, nurses in Ontario are required to belong to the Ontario College of Nurses.

† From An Act to Incorporate the Canadian Nurses' Association, Statutes of Canada, 1947, C. 88, S. 3(a).

From the days of Jeanne Mance and the later Florence Nightingale, the training of nurses has stressed dedication to service, self-sacrifice, loyalty to the hospital and unquestioned obedience to those in authority. This tradition of service is strengthened by the public's expectation of the nurse. As a result, the profession itself and the public also have tended to view as somewhat unethical any forthright effort on the part of nurses to improve their working lot. Until recently, therefore, nurses have avoided any form of collective action directed to this end.

But the yeast of change is at work. Social emphasis on health and welfare is multiplying the calls on the profession. Efficient nursing service has come to be recognized as an essential of present-day society. Few people in the course of their lives have no occasion to avail themselves of the ministrations of the nurse.

Throughout the world a steadily increasing demand for nurses requires more effective methods of recruitment, better use of available nursing staff, and more effective retention of trained nursing personnel. To facilitate these goals has become a major concern of the International Council of Nurses. Moreover, as long ago as 1960 the International Labour Office held a Conference on the Employment and Working Conditions of Nurses. In Canada the subject, already an issue in many other countries, has taken on urgent importance and wide interest.*

The more than 75,000† registered nurses in Canada today are employed by public authorities at the municipal, provincial and federal levels of administration, by public and private institutions and agencies of all kinds, and by private individuals. The majority (about 72 per cent) are employed by hospitals, an estimated 10 per cent are in public health nursing, and about 7 per cent are in private practice. A further 10 per cent are in "other fields, serving, for example, as nurses in doctors' offices, in the Armed Forces and in occupational health units in industry.

as staff nurses. The labour union, on the other hand, excludes managers, superintendents, foremen or others who exercise managerial functions.

At its biennial meeting in 1944 the CNA for the first time approved the principle of collective action for registered nurses and recommended that the principle be carried out through the provincial registered nurses associations. It has also encouraged provincial associations to set up employment relations committees and to concern themselves with counselling their members and providing them with assistance in matters relating to conditions of employment.

Since 1944 each of the provincial nurses associations has set up a committee, usually called the Employment Relations Committee, which makes recommendations regarding salaries, hours of work, pensions, holidays with pay, sick leave and other matters relating to the social and economic welfare of its members. These are published as recommended minimum standards for personnel policies relating to nurses employed in hospitals and other health agencies. They are based on research into wages and working conditions both in the profession and in related occupations.

The recommendations are revised periodically, in some provinces annually. In accordance with prevailing economic conditions and the cost of living, recommended salaries vary from province to province. They are highest in Western and Central Canada and lowest in the Atlantic Provinces. A recommended minimum salary rate is usually set for four classes of nursing staff—general staff nurse, head nurse, supervisor and instructor.

The recommendations are circulated to all members of the provincial nurses association and sent also to administrators of hospitals and other health agencies before hospital budgets for the coming year are drawn up. The associations are prepared to interpret and promote their recommended personnel policies, and several give advice to nurses and employers, by correspondence and personal interview, concerning salaries and working conditions.

Joint meetings with the provincial hospital associations may be held with a view to mutual agreement on basic minimum salaries and working conditions. In some provinces a direct channel of communication with the hospital services commission has been developed through a nursing advisory committee. One of the functions of such a committee is to discuss salaries and employment conditions with the commission's chairman, executive director, and director of hospital standards.

* *Employment and Working Conditions of Nurses*, International Labour Office, Geneva, 1960, page 57.

†Figures provided by the Canadian Nurses' Association, 74 Stanley Avenue, Ottawa.

Most of the provincial associations do not favour their members' joining a trade union, and have put this opinion on record. Some associations have not made a definite statement on this subject but have advocated that nurses seek association support in preference to union membership. For example, the Registered Nurses' Association of Ontario, in its Brief to the Ontario Government Select Committee on Labour Relations in 1957, repudiated union membership because nurses, belonging to a service profession, must be prepared to render service sometimes beyond the normal hours of duty. They also thought that policies governing the practice of their profession should not be subject to the control of bodies outside the profession.

For its part, the trade union movement, although vitally interested in the organization of white-collar workers, has not as yet made any concerted effort to organize nurses. How many do belong to trade unions is unknown, but the number is not large.

The pattern of collective negotiation varies from province to province. In one province, British Columbia, the nurses association is the legally established bargaining agent for nurses under the Labour Relations Act. In another province, Ontario, the professional association has initiated a voluntary negotiation scheme whereby a nurse negotiator employed by the association will be sent to assist a group of nurses in negotiations with the employer. Trade union affiliation provides the instrument of negotiation for a considerable number of hospital nurses in Quebec and for public health nurses in various centres across the country. A group of nurses employed by the federal Government is organized within the Professional Institute of the Public Service of Canada to participate in consultations with the appropriate officials in order to obtain higher salary schedules and improved working conditions.

THE SITUATION IN BRITISH COLUMBIA

A program of collective bargaining through the professional association, which is certified as a bargaining agent under the provincial Labour Relations Act, has been developed by the nurses in British Columbia.* As a result of this certification, the professional association has the status of an independent trade union.

In 1942 the Registered Nurses Association of British Columbia (RNABC) set up a committee on labour relations. This committee conducted an extensive study of the field of employer-employee relations; its members reviewed material about the trade union movement and became familiar with federal and provincial labour legislation.

They also considered the implications of joining trade unions, which various groups of nurses were being urged to do. Conferences were held with many other groups and professional organizations to discuss what would be involved in union membership, whether it could offer nurses anything that membership in their professional association could not, whether union membership would lower professional prestige or affect the quality of nursing care, and, finally, the mechanics by which the association itself could bargain for its members.

At the annual meeting of RNABC in 1944, the committee recommended to the general membership "that the council of the nurses' association be authorized to take whatever steps may be necessary in order to ensure that the council or its nominees may be appointed bargaining representatives for any of its members or groups of members, in any proceedings under the existing labour legislation of the Provincial Government."

The ensuing discussion showed that the general membership was not ready for formal collective bargaining and the resolution was not adopted.

During the two ensuing years, however, the committee continued its study and carried on an intensive educational campaign among the members of the RNABC. At the annual meeting in 1946 it recommended that a Select Committee on Labour Relations be formed in the Association to carry out the following functions:

1. To serve on request, in an advisory capacity, individual nurses or groups of nurse employees on matters related to employment conditions, with the objective of assisting nurse employees to prevent or overcome difficulties by democratic and business-like procedure.

2. In situations where nurse employees have been unable to effect an agreement with their employer, to arrange conferences with the employer at which nurse employees would be represented.

3. In situations where all other measures have failed, and upon the request of the majority of the affected employee group of nurses, to set up a bargaining group (representative of the affected nurse employee group

* Material for this section derived from two articles by Evelyn E. Hood, Director of Personnel Services, Registered Nurses Association of British Columbia: "Economic Security in British Columbia," *The American Journal of Nursing*, May 1956; "Collective Bargaining for Nurses in British Columbia," *The Canadian Nurse*, November 1962, and from correspondence with Miss Hood.

and the Select Committee) which would obtain certification and proceed with negotiations.*

Largely as a result of the educational campaign, this recommendation was accepted unanimously, and the program was inaugurated.

During the early years of the program there were many problems. The procedure for setting up a bargaining unit was cumbersome. Bargaining was complicated by the fact that the members of the Select Committee and not the RNABC itself constituted the bargaining authority. Some employers were opposed to any organization of their nursing staff and made it uncomfortable for staff members who took the lead. Many nurses, believing it to be unprofessional to be concerned with such matters as wages and working conditions, were reluctant to take part in the program.

Gradually, however, these initial doubts diminished as a result of the educational activities of the Association. The Select Committee ceased to exist; in 1956 the RNABC itself became the bargaining authority, and the program became the responsibility of the Director of Personnel Services, who is an employee of the RNABC. Collective bargaining within the framework of the Labour Relations Act came to be accepted by the nurses, their employers, and the public as a proper function of the RNABC.

The RNABC must apply for separate certification for each group of nurses (that is, nurses employed by the same employer) that it seeks to represent. The certification continues indefinitely, unless it can be proved that the Association no longer represents the nurses. The RNABC is now certified to bargain for the nurses employed by 50 hospitals.

With the exception of nurses employed by the federal and provincial governments, who, as civil servants, are excluded from the Labour Relations Act, all nurses in the province may avail themselves of this channel of negotiation with their employer.

When the RNABC is certified as the bargaining authority for a group of nurses, the employer is required by the provisions of the Act to bargain collectively and to conclude an agreement with the nurses. Where an agreement cannot be reached by direct negotiations, assistance may be given by the provincial Department of Labour, first through the appointment of a conciliation officer and secondly, if the officer fails to bring about agreement, through the appointment of a conciliation board, which hands down a decision in the case. This decision, however, is not final and binding unless both parties to the dispute agree to accept the award.

The tight budgets within which a number of hospitals were operating curtailed plans for salary adjustments. For this reason it was difficult for some hospitals to come to terms with the nurses. As many as 21 disputes were referred to conciliation in 1957 and 1958.

In July 1957, some 500 nurses in three hospitals in the province threatened to go on strike. A conciliation board had handed down a decision awarding the nursing staffs in the three hospitals an increase in salary. The nurses had agreed in advance to accept the findings of the conciliation board but the hospital boards had not. When the award was handed down the hospital boards said that, although they supported the award, they did not receive enough money from the British Columbia Hospital Insurance Service to pay the increases.

In this threatened strike the nurses were supported by the medical staff of the three hospitals, and the general public also took a favourable attitude. As the strike deadline approached, the provincial Government provided the Hospital Insurance Service with sufficient additional funds to enable the hospital boards to pay the increased salaries, thus averting the strike.

Both the hospitals and the nurses felt, however, that a method should be sought to facilitate settlements in the future. In the fall of 1959 representatives of the British Columbia Hospital Association asked for an opportunity to discuss a plan for province-wide bargaining with the RNABC. The plan was outlined as follows:

1. Each association would name a bargaining committee.

2. These two committees would endeavour to reach an agreement on certain terms of the nurses' agreements in hospitals where the RNABC had bargaining authority.

3. Decisions of this joint committee would have to be ratified by the individual hospitals and the individual nursing staffs. There would continue to be separate agreements between the RNABC and each of the hospitals.

4. There would continue to be opportunity for individual staff representatives and the Director of Personnel Services of the RNABC to meet with representatives of the boards of each of the hospitals.*

To the Council of the RNABC, this plan seemed to offer a means of avoiding delays and stalemates. By unanimous decision, it was decided to recommend to the members that the RNABC participate in the

* "Economic Security in British Columbia," Evelyn E. Hood, *American Journal of Nursing*, May 1956.

* "Collective Bargaining for Nurses in British Columbia," Evelyn E. Hood, *The Canadian Nurse*, November 1962.

plan, on the understanding that bargaining would be with a committee of the Hospital Association rather than with a professional negotiator and that the RNABC would be free to dissociate itself from the plan if it was found not to be in the best interests of the Association and the nurses concerned.

In November 1959 a committee appointed by the RNABC met for two days with a committee from the British Columbia Hospital Association and they agreed upon certain terms to be incorporated in a new collective agreement. Before the agreement became effective in any hospital, individual contracts were completed, binding the hospital's board on the one hand and its nursing staff on the other. The agreement provided for a two-year contract and a new salary scale, with larger differentials between positions.

Since the inception of province-wide bargaining in 1959 the hospitals in British Columbia that do not have a formal contract with the RNABC also have based their employment practices on the recommendations of the RNABC.

THE SITUATION IN ONTARIO

The Registered Nurses' Association of Ontario has evolved a scheme of assistance to nurses who are making representations to their employer for improved salaries or other working conditions.*

The Registered Nurses' Association of Ontario (RNAO) first set up a Committee on Labour Relations in 1943. Although the Committee was opposed to affiliation with trade unions by members of the nursing profession, it subscribed to the principle of collective bargaining as being compatible with professional ethics. The Committee provided informal assistance to nurses who sought its help in solving employment problems.

In 1957, when the province's Labour Relations Act was under review by the Select Committee of the Ontario Legislature on Labour Relations, a special meeting of the Board of Directors of the RNAO was called to study the whole question; the presidents of all districts of the Association were asked to come to the meeting.

After detailed discussion, the Board decided to present a brief to the Select Committee asking that registered nurses be exempted from the Act and so be automatically excluded from any bargaining unit for which a bargaining agent might be certified for employees in any institution where nurses were working. Exclusion from the Act would also preclude the possibility of certification as a bargaining agent of the RNAO itself. Nevertheless, the Board of Directors believed that such exemption would be in the best interests of registered nurses. So far, however, the Ontario Legislature has not acted upon the nurses' request.

Meanwhile, the RNAO had been undertaking a comprehensive, province-wide survey of employment conditions in all branches of nursing and in comparable occupational groups such as school teachers, librarians, physiotherapists, occupational therapists, dietitians, social workers, secretaries and stenographers. The study showed nurses' salaries to be considerably lower than those of the other groups and as a result the minimum salary for general duty nurses recommended by the RNAO was substantially raised.

At the same time the Association carried out an investigation of the various methods of collective bargaining that could be used for nurses. At the 1958 annual meeting, the three methods that had been found most suitable were presented for consideration: certification under the Labour Relations Act of the Association as the bargaining agent for nurses, legislation providing for compulsory arbitration such as was in effect for policemen and firemen in the province, and a system of voluntary negotiation patterned somewhat on the method used by teachers.*

In the discussion that ensued there was some support for a system of compulsory arbitration for disputes between nurses and their employers. Under such a system employers and employees would be compelled, if necessary, to submit their dispute for settlement by an arbitration board whose decision would be final and binding on both parties. It was thought that this type of bargaining had some value for a group offering essential services which, for the safety of the community, should never be interrupted because of differences between employer and employees. Nurses were concerned, however, about the length of time that arbitration might take, during which

*Information for this section derived from various articles by Mary F. Strong, Nursing Consultant, Personnel Relations, Registered Nurses' Association of Ontario, printed in the Association's *News Bulletin*, Summer 1958 to November-December 1962, and from correspondence with Mrs. Strong.

* "Steps to Security," panel discussion, *News Bulletin* of the Registered Nurses' Association of Ontario, midsummer 1958.

time working conditions remained unchanged. They also believed they would have to accept what might be unsatisfactory decisions made by persons outside the nursing profession.

The eventual decision was that the Association adopt a system of voluntary negotiation "with the ultimate aim of securing legislation for compulsory arbitration if necessary." The Association was to review the new program after it had been in operation for five years.

This plan of personnel relations is essentially an enlargement and extension of what the RNAO had been doing all along. A new feature was the appointment of an Association representative (Nursing Consultant in Personnel Relations) to assist nurses with their employment problems. Her duties are:

1. to give assistance, on request, to individual registered nurses or groups of registered nurses in dealing with problems arising out of their employment;

2. to act as negotiating agent with employers when necessary;

3. wherever possible to help further the general adoption of the Association's personnel policies, and

4. to promote the economic welfare of nurses.

The plan embraces all registered nurses in the province, irrespective of rank or area of employment. The RNAO is prepared to support nurses whose requests "are fair and reasonable and in line with the personnel policies of the Association." Nurses are requested to notify the Nursing Consultant in Personnel Relations before asking for changes in their employment conditions, although they are free to make the first approach to their employer themselves and to conduct their own negotiations if they wish to do so. Nurses are encouraged to ask for help from the RNAO as soon as it becomes apparent that local efforts are not succeeding and before relationships become strained or matters reach a crisis.

The aim of the RNAO is to help nurses to handle their own employment problems as far as possible.* Advice is given, when needed, on the actual procedure for initiating a request through a proper business-like approach to the employer. It is expected that the individual or group concerned will participate actively throughout the proceedings, unless otherwise indicated, even when the RNAO has entered the picture and is carrying on negotiations.

The Male Nurses' Committee of the RNAO, however, in its report to the annual convention of the Association in 1962 stated that voluntary methods of negotiation are not effective and that many agencies do not honour the RNAO standards. The Committee urged the Association to seek certification as bargaining agent under the Ontario Labour Relations Act. Thereupon the convention unanimously adopted a resolution calling for a special committee to review the RNAO's program of voluntary negotiation and to investigate further the various other possible methods of collective bargaining and dispute settlement for nurses.†

THE SITUATION IN QUEBEC

About the same time as the Registered Nurses Association of British Columbia was entering the collective bargaining field, the Association of Nurses of the Province of Quebec (ANPQ) made an abortive attempt to become the legal bargaining agent for a group of nurses in that province.*

Local associations of the ANPQ have, in principle, the legal right to negotiate collective agreements for nurses. Article 17 of the Quebec Nurses' Act†, which incorporates the Association and sets out its powers, states:

Each local association may negotiate, conclude and sign as agent and proxy in the name of any group of members of the local association residing and practising in the territorial

*Information for this section provided by officers of the Association of Nurses of the Province of Quebec, notably Miss Eileen C. Flanagan, Co-chairman, Committee of Labour Relations of the Association.

† Statutes of Quebec, 1946, chapter 88.

*Our Personnel Relations Program, *News Bulletin* of the Registered Nurses' Association of Ontario, January-February 1960.

† At the request of the special committee, the Board of Directors engaged an industrial relations specialist to investigate the feasibility of the RNAO's seeking legislation for collective bargaining backed up by compulsory arbitration. The resulting report having been studied by members of the Association, the 1964 annual meeting, held April 30-May 2, voted to seek provincial legislation to provide the right of registered nurses in Ontario to bargain collectively with their employers on all matters involving salaries and working conditions, the RNAO to be recognized as bargaining agency. The desired legislation would provide also the legal obligation for employers of registered nurses to bargain collectively in good faith with representatives of the RNAO; the right of either party to apply for the assistance of a government conciliation officer or an independent mediator; the right of either party, as a last resort, to request and obtain final and binding arbitration of matters in dispute, by an impartial third party or three-part board; and the legal obligation of both parties to be firmly bound by the results of these negotiations.

jurisdiction of the said local association who shall have requested them to do so, collective contracts or agreements with any category of employers.

Acting under this section, the ANPQ in 1947 sought to become the recognized bargaining agent for the nurses at the *Hôpital du Sacré-Cœur* in Cartierville: Their application was opposed by the *Syndicat des Gardes-malades de Montréal,* which also wished to be the bargaining agent for the nurses. The dispute therefore came before the Quebec Labour Relations Board.

The *Syndicat* maintained that the ANPQ was not a proper 'association' within the meaning of the Labour Relations Act. All nurses in the province must be members of the ANPQ before they may practise and as a result the ANPQ has within its membership nurses who are employees of an institution and nurses who are on the administrative staff and therefore are essentially employers. The Act requires that an "association" be composed either of employees or of employers; both groups can not be included in the same unit.

The Labour Relations Board decided in favour of the *Syndicat,* rejected the application of the ANPQ and certified the *Syndicat* as bargaining agent for the nurses.

Since this attempt at certification the Association has not sought to bargain directly on behalf of nurses in the province.

In the province of Quebec trade unionism among hospital nurses is stronger than in any other part of Canada.* It is found predominantly among nurses in French Roman Catholic hospitals. Non-professional staff have been organized in the French-language hospitals for many years and in the past few years unions have also been gaining strength among non-professional workers in English-language hospitals. The success of these non-professional workers' unions in raising the wages and improving working conditions of their members has, among other factors, influenced some professional nurses to join the labour movement.

The nurses are members of unions affiliated with either *la Fédération nationale catholique des services* (FNCS) or with *la Fédération des syndicats professionels d'infirmières catholiques* (FSPIC).† The former is affiliated with the Confederation of National Trade Unions and includes nurses' unions in the regions of Montreal, Sherbrooke, St.-Hyacinthe, Hull and several other areas in the province. The latter federation, on the other hand, is an independent association located mainly in Quebec City, Chicoutimi, Trois Rivières and the lower St. Lawrence Valley.

The Quebec Labour Relations Board has certified these nurses' *syndicats* as bargaining agents under the Quebec Labour Relations Act. The *syndicats* are subject to the provisions of the Act with respect to negotiation of wages and working conditions, but special legislation‡ applies to disputes settlement. Disputes between hospital authorities and nurses must be referred to arbitration either under the terms of a collective agreement or under the Quebec Trade Disputes Act, which provides that the provincial Minister of Labour appoint an *ad hoc* board of three members, one representing employers, one employees and an impartial chairman. Strikes or lockouts are prohibited in all circumstances.

There have, however, been occasions in which unionized nurses in Quebec have withheld their services in order to obtain better working conditions. One of the more widely publicized examples of such action involved 35 nurses at the *Hôpital du Sacré-Cœur* in Hull who, in May 1958, "resigned" their positions in protest because the hospital authorities would not agree to their salary demands. They decided on this course rather than submitting their case to arbitration.

After the resignations, the Quebec Labour Relations Board decertified the union as bargaining agent for the hospital's nurses on the grounds that the mass resignations constituted an illegal strike. In June, however, the hospital authorities resumed negotiations with the nurses, although no longer legally obliged to do so. As a result, the nurses and the hospital authorities signed a collective agreement embodying the main demands for which the nurses had resigned. It is interesting to note that throughout this dispute, public opinion was in favour of the nurses and a "citizens committee" marched to the hospital in their support.

More recently, in October 1963, some 250 nurses at the *Hôpital Ste-Justine* stopped work and began a "study session" in protest against a decrease in nursing staff at the hospital and an increase in their work load. The nurses had been organized in June by the Montreal Nurses' Alliance CNTU *(l'Alliance des infirmières)* and were in the process of negotiating a collective agreement. The nurses returned to work after

* "Le syndicalisme chez les infirmières", *Les hôpitaux dans la province de Québec,* Documentation sociale, série hôpitaux, conférence catholique canadienne, Ottawa, 1962, p. 66.

† Les effectifs des syndicats d'employés et d'infirmières, *Les hôpitaux dans la province de Québec, op. cit.* pp. 64-65.

‡ The Public Services Employees Disputes Act, Statutes of Quebec, 1944, chapter 31.

the Quebec Deputy Ministers of Health and of Labour met with their representatives and with representatives of the hospital authorities. Both Ministers assured the nurses that justice would be done.

In Quebec, under the Collective Agreement Act, certain provisions in an agreement may be made legally binding by order in council on all employers and employees in an industry in a specified area. The provision of an agreement entered into by *l'Association des infirmières catholiques du diocèse de St.-Hyacinthe* and a hospital in that city have been legally extended to apply to all nurses in hospitals, sanatoria and convalescent homes in a region embracing the electoral districts of St. Hyacinthe, Iberville, Missisquoi, Richelieu and Rouville, the city of Granby and the town of Beloeil.

There is some tendency toward "group bargaining" which, if it continues, will lead to more uniform salaries throughout the province for nurses in hospitals where unions exist.* Nurses' unions are already organized on a regional basis. In the eastern section of the province, the majority of larger hospitals are members of *l'Association patronale des services hospitaliers* (APSH), formed in 1944, which negotiates for a group of hospitals in a given region collective agreements with the representatives of the nurses' unions. The APSH represents 56 hospitals in the regions of Quebec City, Saguenay, lower St. Lawrence River, Nicolet and Trois-Rivières. In the diocese of St. Hyacinthe, the hospitals negotiate jointly through a representative of a diocesan association which includes all religious institutions.

In Montreal the hospitals belonging to the Sisters of Providence are the only ones that negotiate collective agreements jointly with representatives of the nurses' unions. Most of the other hospitals in the Montreal area negotiate on an individual basis. These hospitals, however, are considering the possibility of forming an association for the purpose of joint negotiations or of joining the ranks of the APSH.

The policy of the ANPQ today is to assist nurses with collective bargaining. The *syndicats* bargain on the basis of the recommended salary schedule of the ANPQ, and the chairman of the labour relations committee of the Association attends the bargaining sessions. She is also a member of the parity committee set up by the Quebec Department of Labour to administer the terms of the decree under the Quebec Collective Agreement Act applying to nurses in the District of St. Hyacinthe.

The ANPQ continues to study ways and means, including possible methods for obtaining certification as bargaining agent for Quebec nurses, by which it may help its members obtain better salaries and working conditions. The Association is studying the British Columbia program of collective bargaining in order to assist it in arriving at a decision.

THE SITUATION IN SASKATCHEWAN

The Saskatchewan Registered Nurses' Association, like the other provincial associations, makes periodic recommendations regarding salaries and other working conditions for nurses in the province. Generally speaking, these recommendations are observed in most private and municipal hospitals.

Nurses in the Saskatchewan Civil Service and in three provincial mental hospitals, in addition to belonging to the professional association, are also members of trade unions.

The Saskatchewan Trade Union Act, unlike the other provincial labour relations legislation and unlike the federal Act, includes employees of the Crown. The Act specifically provides that Her Majesty in right of the province of Saskatchewan is regarded as an employer within the meaning of the Act.†

The Public Service Act of the province provides further that "Such members of the Executive Council as may be designated by the Lieutenant-Governor in Council for the purpose may . . . on behalf of the Crown enter into a collective bargaining agreement, within the meaning of the Trade Union Act, with a trade union representing a majority of employees in the public service which has been determined under the provisions of the said Act to be an appropriate unit for the purpose of bargaining collectively."*

Under these provisions the National Union of Public Service Employees† and the United Civil Servants of Canada have negotiated an agreement with the Government of Saskatchewan covering employees in mental hospitals operated by the Government in three centres, North Battleford, Weyburn and Moose Jaw. This agreement

* "Tendances actuelles en regard des négociations sous le nouveau régime d'assurance-hospitalisation." *Les hôpitaux dans la province de Québec op. cit.* pp. 6566.

† Trade Union Act, RSS 1953 C. 259, S.2(6).

* Public Service Act, RSS 1953, C. 7, S.59.

† The National Union of Public Service Employees and the National Union of Public Employees amalgamated in September 1963, becoming the Canadian Union of Public Employees.

is unlike others so far described in that it covers many types of hospital workers in addition to registered nurses.

About 200 nurses are covered, including ward supervisors, registered psychiatric nurses and "psychiatric nurse graduates."* Head nurses are not covered. The nurses took no active part in the organization of the employees in the three hospitals but they did not oppose their inclusion in the bargaining unit.

Apart from nurses in the three provincial mental hospitals, the nurses employed by the Government of Saskatchewan belong, with other civil servants, to the Saskatchewan Government Employees' Association and are covered by a collective agreement between the Association and the Government.†

More than 200 registered nurses are covered by the agreement, the majority of whom are public health nurses employed in Saskatchewan Health Regions. The agreement excludes from coverage the Director of Public Health Nursing and the Public Health Nursing Supervisors. The nurses generally take no active part in the Association. On occasion, however, representatives of the public health nurses have submitted briefs for pay adjustments to the Association Negotiating Committee and have served as members of a Committee on Pay Adjustments. The nurses have the right to strike but have never done so nor threatened to do so.

The Executive Secretary of the Association has stated, "The experience with collective bargaining of nurses, as with other professional employees in the Saskatchewan Government Employees' Association, has been a good one. The nurses appear to be satisfied and our rates of pay stand up very well with other provincial governments."

NURSES EMPLOYED BY MUNICIPALITIES

In several of the larger centres across Canada, public health nurses and other nurses employed by the city are members of a trade union (a local of the Canadian Union of Public Employees) and their wages and working conditions are determined by collective agreements covering city employees generally. This is the case in Vancouver, Victoria, Burnaby, North Vancouver, Edmonton, Regina, Saskatoon, Winnipeg, Toronto, Ottawa, London and Montreal.

In Calgary, public health employees, including nurses, are organized separately from other city employees. The City Health Department Employees' Association includes both city public health nurses and school nurses as well as other employees in the health fields, such as dental assistants and hygienists, sanitary inspectors, food laboratory technicians and stenographers and clerks working in the city health department.

Apart from the health local in Calgary, public health nurses are only a small proportion of the wide variety of employees included in agreements negotiated with municipal governments.

The experience of collective bargaining of the nurses employed by the City of Toronto may be cited as typical of nurses employed by a municipality whose employees are organized.‡

In the mid-1940's, the National Union of Public Employees organized the employees of the City of Toronto. There are two locals, one comprising outside workers, the other inside workers, the latter being the one to which nurses belong. The agreement at first provided for the Rand Formula, i.e., compulsory check-off of union dues from the wages of all employees under the agreement whether or not employees are union members. In 1947 this provision was replaced by a union shop provision, i.e., compulsory union membership. The agreement requires that all employees, including nurses, become members of the union within 110 days from the date of appointment.

The nurses belonging to the union have never taken any part in union activities. Some nursing staff have on occasion been actively hostile to the union. An example of this hostility occurred in 1956 when the Greenacres Home for the Aged was opened in Newmarket under the jurisdiction of the Municipality of Metropolitan Toronto. The nurses who accepted staff appointments at Greenacres were united in their strong desire not to join the union. Their own efforts to avoid union membership and the representations of the Association were unsuccessful. In April 1957 the nurses were advised by letter that they must complete the necessary documents and return them

* A graduate of a 3-year diploma course, given only in Saskatchewan.

† Information for this section was provided by William Leonard, Executive Secretary of Saskatchewan Government Employees' Association.

‡ Information contained in brief of Registered Nurses' Association of Ontario to Ontario Government Select Committee on Labour Relations 1957.

within fourteen days, otherwise action would be taken for their dismissal from the service. As a result, six of those employed at April 15 left the staff, giving personal reasons or stating that they did not wish to join the union.

Nurses employed by the Municipality of Metropolitan Toronto obtain through the collective agreement approximately the same salary rates as are paid in the majority of hospitals in the Toronto area.

The collective bargaining experience of the nurses employed by the city has influenced the position of other public health nursing groups in the community. From the standpoint of the employer, however, there are obvious difficulties in dealing with unions representing many different groups or classes of employees.*

For example, the majority of hospitals in the Metropolitan Toronto area, paying approximately the same salary rates, grant nurses four weeks vacation after one year of service whereas the municipality grants the nurses in its employ only two weeks, the same length of vacation as for other municipal employees. Municipal councils are generally in favour of giving all municipal employees the same fringe benefits, and conciliation and arbitration boards are inclined to grant the fringe benefits currently provided in the trades rather than in the professions.

THE POSITION OF OCCUPATIONAL HEALTH NURSES

Very few occupational health nurses, even among those working in highly organized industries, belong to a union. At an extension course for occupational health nurses held recently at the University of Toronto School of Nursing, nurses were told: "The nurse must remain neutral in any industrial relations controversy. Nurses are not experts in industrial relations, yet in service to the employees, in her communications with management and in her nursing intuition she learns to be astute in giving good nursing care, yet remain neutral in relationships which are outside her role as a nurse in industry."*

The Canadian Manufacturers' Association in its brief to the Ontario Select Committee on Labour Relations recommended that nurses be excluded from the Labour Relations Act—but for a different reason. The Association pointed out that a large number of firms have nurses on their payroll and the function of an occupational health nurse is in a supervisory capacity of interpreting management policy to a group of employees.

The labour movement has, generally speaking, respected the wishes of the nurses to remain neutral between management and labour and in only a few instances have unions pressed nurses to join a trade union.

COLLECTIVE ACTION BY NURSES EMPLOYED BY THE FEDERAL CIVIL SERVICE

Recently a group of registered nurses within the Civil Service of Canada, by taking collective action, has had a measure of success in improving salaries for nurses in the employment of the Government of Canada.

The federal Government is the largest single employer of nurses in Canada. Approximately 2,400 registered nurses are required to staff DVA and other federal hospitals and health services. Only 5 per cent of these nurses are in senior administrative positions; the others are engaged chiefly in bedside nursing, public health or occupational health nursing or as head nurses in hospitals.

For several years there has been a Registered Nurses' Group within the Professional Institute of the Public Service of Canada. In keeping with the over-all objectives of the Institute, this group's primary purpose is "to ensure satisfactory employment conditions for its members while maintaining a high quality of nursing services within government employment."†

Leaders of this group had been concerned because of the number of vacancies and the rate of turn-over of nursing staff in government hospitals. The leaders of the group believed that this situation could be attributed to the low salaries that nurses were receiving. At the request of the Registered Nurses' Group, a Special Committee on the Status and Remuneration of Registered Nurses was set up in 1960 within the Professional Institute. The Committee consisted of two members of the Registered Nurses' Group and several members from the Economists and Statisticians' group of the Institute.

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* Mildred I. Walker, *What the Nurse Expects of the Doctor and Management in an Occupational Health Nursing Service*, Special Extension Course for Occupational Health Nurses, University of Toronto, November 13, 1961.

* *Hospital Administration in Canada*, August 1961, page 18.

† "Status and Remuneration of Federally Employed Nurses," *Professional Public Service*, October 1961, p. 17.

Soon thereafter, the Civil Service Commission, with the assistance of a working party consisting of seven nurses from the Department of Veterans Affairs and National Health and Welfare drew up detailed specifications for each class of nurses in the employment of the federal Government and a scale of salary adjustments for the new classes. These were announced in May 1961. As a result there was a considerable increase in the salaries of nurses in the senior and administrative classes. The new regulations also provided additional remuneration for specialty training to nurses in the lower grades.

In March 1963, officials of the Treasury Board invited the Professional Institute and other staff associations representing nurses within the federal Government to consult with them concerning nurses' salaries. Further increases in the salaries of all classes of federally employed nurses were announced September 1963.

CONCLUSION

Although active support of programs of collective action among professional nurses has been slow in developing, it is clear that nurses are taking more initiative with respect to decisions regarding their salaries and working conditions than they did in the past. How far this initiative will result in the extension of collective bargaining within the profession in the future and what form such bargaining will take depends on many factors.

One of these factors is the extent to which new public awareness of the high responsibilities carried by the nursing profession will contribute to increasing nurses' salaries and improving their working conditions. The importance of health services in the community and the demand for health personnel have led to greater recognition of the role of the nursing profession. The provincial nurses associations report that the salaries paid by the larger hospitals and those in urban areas are generally in line with their recommendations. This trend, if it continues, may have some influence on the extent to which nurses will resort to collective bargaining.

On the other hand, these same developments are making nurses themselves more aware that dedication to service does not obviate their right to salaries and working conditions consistent with the importance of their contribution to the welfare of the community. Such consciousness might bind them together to demand more vigorously what they feel to be their legitimate rights. If such is the case, it appears likely that leadership might come from the nurses in the West, who have had the experience of collective bargaining, and from younger nurses, who have grown up in a world in which trade unions have an accepted role in the normal pattern of industrial relations.

All the provincial nurses associations have grown in membership, gained in experience and widened their range of activities to include the determination of conditions of service. The British Columbia experiment of collective bargaining through certification of the provincial association as bargaining agent has been followed with deep interest by the other nine associations. Several have sent representatives to British Columbia to study the program at first hand.

The trade union movement, too, may have a part to play. As more non-professional workers in hospitals are becoming organized and obtaining better wages and working conditions through collective bargaining, it is possible that nurses may follow suit. Such developments seem to have been a factor in the organization of nurses in several hospitals of Quebec. On the other hand, there are nurses who feel that to identify themselves with the labour movement might detract from their professional status.

Hitherto, except in the province of Quebec, the labour movement in Canada has not been active in recruiting nurses to its ranks. More recently, however, the Canadian Labour Congress has set up a committee to determine ways and means of attracting various "white collar" groups to its membership. Whether it will be successful in developing a white collar psychology that will attract nurses in any number into its ranks remains an unresolved question.*

It is apparent that in Canada collective action on the part of nurses to improve their salaries and working conditions is in a stage of experiment and change. At the same time such developments have their counterpart in many countries. In 1961 the International Council of Nurses† set up a section on economic welfare. Further, at the ICN Congress‡ held that year it was agreed that "economic rewards parallel status in most countries." The report of the Congress states, "the professional organization has a definite responsibility to look after the economic aspects of the nursing profession." Further it adds: "trade unionism has much to offer in experience and knowledge of collective bargaining, sometimes lacked by the professional association."

* See *Canadian Labour*, published by the Canadian Labour Congress, Ottawa, October 1961, page 3.

† International Council of Nurses, 1 Dean Trench Street, London, England.

‡ ICN Congress, Economic Welfare Section, *International Nursing Review*, July-August, 1961, page 36.

Canadian Railway Board of Adjustment No. 1 Has Gone Out of Existence, After 45 Years

In operation since August 1918, joint board for arbitration of grievances lodged by unions of operating employees ceased to function February 29 after railways' notice of termination

The Canadian Railway Board of Adjustment No. 1, which had been in operation since August 7, 1918 under an agreement between Canadian railways and six unions representing their operating employees, went out of existence on February 29 after notice of termination of the agreement had been given by the railways.

The Board, which was set up as a wartime measure during World War I, was patterned after the United States Railway Board of Adjustment No. 1, established in Washington on July 27, 1918. Its purpose, as stated in the original agreement, was "to avoid disputes or misunderstandings which would tend to lessen the efficiency of transportation service in Canada during the War."

On July 26, 1918, at the invitation of Senator G. D. Robertson, then acting Minister of Labour for Canada, a conference was held in Montreal between representatives of the Dominion Government, the Canadian Railway War Board, the railways of Canada, and the train service, telegraphers and trackmen's labour organizations on those railways. Some 43 representatives of the Canadian railways and 76 representatives of the railway employees' organizations attended this meeting, which was under the chairmanship of Senator Robertson.

The acting Minister explained that he had called the meeting to devise and put into effect a method of equitably adjusting disputes under the changed conditions of employment arising from the adoption by the Canadian railways of General Order No. 27* of the Director General of the United States railways.

"The Government approves of the idea for one purpose only," Senator Robertson said, "and that is for the maintaining of industrial peace on the railways, and to have the transportation of the country carried on without interruption."

The agreement between the railways and the employees that resulted from this meeting provided for the setting up of a board consisting of 12 members, six chosen and paid by the railway companies and six chosen and paid by the employees' organizations. The Board was to elect a chairman and a vice-chairman from among its members, and was to meet regularly at stated times each month, and to continue in session until all matters before it had been considered.

The Board was instructed to decide all matters of controversy arising from interpretation of wage agreements and other matters in dispute when these matters were properly submitted to it. Personal grievances arising out of the interpretation of wage agreements, and all other matters in dispute, were to be handled by general committees of the employees in the usual manner up to and including the chief operating officer of the railway.

If an agreement was not reached, the chairman of the general committee might refer the matter to the executive officer of the organization concerned, and if this officer approved of the contention of the employees' committee, he and the chief operating officer of the railway were to refer the matter to the Board of Adjustment. The Board was then "promptly" to hear and decide the case.

All decisions were to be approved by a majority vote of the Board, and if a majority vote could not be obtained, any six members of the Board might elect to refer the matter to a referee, who was to be chosen unanimously by the Board. If a referee could not be agreed upon, application was to be made to the Governor-General-in-Council for the appointment of a referee, whose decision was to be final.

All clerical and office expenses of the Board were to be borne equally by the Canadian Railway War Board and the labour organizations.

The agreement was to remain in effect for the period of the war and thereafter, unless terminated on 30 days' notice by

* General Order No. 27 (the McAdoo Award), issued in the United States on May 25, 1918 by Director General of Railroads W. G. McAdoo, fixed the wages of American railway employees. It put into effect, with modifications, the recommendations of the Railroad Wage Commission that had been appointed by Director General McAdoo to study and report on wages and hours of work in railroad service. It established the basic eight-hour day as a basis for further wage adjustments, although it did not reduce the hours actually in effect at the time. It originally applied to 165 railroads (L.G., Vol. 18, p. 432).

the Canadian Railway War Board representing the railways, or by a majority of the executive officers of the organizations representing the employees.

The agreement was signed by the chairman of the Canadian Railway War Board as the representative of the companies, and by representatives of the following railway unions: Brotherhood of Locomotive Engineers, Brotherhood of Locomotive Firemen and Enginemen, Order of Railway Conductors, Brotherhood of Railroad Trainmen, Order of Railroad Telegraphers, and International Brotherhood of Maintenance of Way Employees.

Each of the following companies appointed members to the Board: Canadian National Railways, Grand Trunk Railway System, and Canadian Pacific Railway Company. By the time the Board issued its first report in October 1920 the Canadian Railway War Board had become the Railway Association of Canada.

On April 15, 1921, the original agreement was superseded by another, the preamble to which stated that the parties were "guided by a desire to aid in the preservation of industrial peace in the Dominion of Canada." It differed little from the original agreement, two minor changes being that the tenure of office of the chairman and vice-chairman was to be one year, and that if the parties could not agree on the appointment of a referee, the Minister of Labour, instead of the Governor-in-Council, was to be asked to appoint one.

The same six unions signed the 1921 agreement, and an appendix listed the 11 railways represented by the Railway Association of Canada. These included the Canadian National Railways, the Canadian Pacific Railway, the Grand Trunk and the Grand Trunk Pacific Railways.

Like the previous one, the new agreement provided for its amendment or termination at any time on 30 days' notice by either party. But the agreement of April 15, 1921 remained in effect until February 29 this year.

Summaries of cases decided by the Board of Adjustment have been published in the LABOUR GAZETTE since the Board's establishment. The latest summary, of Case No. 823, appears in this issue, page 407.

On February 27, two days before the agreement terminated, the Minister of Labour said in the House of Commons in reply to a question: "This termination may have undesirable consequences if alternative procedures are not found, but I think the Railway Association of Canada is giving consideration to this question now."

The Industrial Relations and Disputes Investigation Act, applying to industries under federal jurisdiction, provides that every collective agreement shall contain a provision for the final settlement, without a work stoppage, by arbitration or otherwise, of disputes over the meaning or concerning a violation of the agreement.

On March 17, the Brotherhood of Locomotive Firemen and Enginemen, one of the unions affected by the termination of the Board of Adjustment, signed an agreement with the Canadian Pacific Railway Company by which the Board was replaced by a one-man arbitration procedure for final settlement of disputes after the usual grievance procedure had failed. The party requesting arbitration is to submit the names of three arbitrators, and if the other party does not accept any of them, the Minister of Labour is to be asked to appoint an arbitrator. It was reported that the union had signed a similar agreement with the Canadian National Railways.

Submission to Federal Government, Canadian Construction Association

Annual brief asserts that to impose increases in labour costs by enacting legislation affecting minimum wages, maximum hours, vacations and holidays will create economic hardships

To impose an increase in labour costs over and above those set by collective bargaining by enacting legislation affecting a whole series of items simultaneously will create serious economic hardships, the Canadian Construction Association warned the federal Government in its annual submission, presented this year on April 13.

The CCA was referring to the announced intention of the Government to establish labour standards for industries under federal jurisdiction affecting minimum wages, maximum hours, vacation pay and statutory holidays (L.G., Apr., p. 267).

The Association said that it viewed the proposed changes with "considerable concern" and suggested that before such changes were made, sufficient notice should be given to allow for the statutory increases in labour costs to be given "due consideration in employer-employee negotiations."

Moreover, such standards should be set, as is the case in most provinces, by tripartite boards. This practice facilitates broad consultations and flexibility. Full attention should be given to the conditions in the various regions of Canada and the effect such legislation will have on provincial statutes and economies.

Fair Wage Schedules

Conflicts with collective agreements or provincial legislation should be avoided in setting working conditions for employees of contractors working on federal Government projects and for prevailing rate employees of the Government, the Association said.

"The construction industry has had long experience with the disruptive effect of the federal Fair Wages and Hours of Labour Act" when it led to such conflict, it added. The main need at present regarding the Act was for more flexibility in the application of the limitations on daily hours of work.

Industry conditions related to weather and topography are such that statutory daily limits should be eliminated entirely. Such a step would equally benefit labour, contractors and taxpayers. Employees would have a greatly improved opportunity to earn a steadier and larger income. Costly delays could be caught up with without penalty within the hours of work limitations based on a period of a week or more.

Alberta's statutory limit for roadbuilding of 208 hours in a four-week period and the limit of 120 hours in a two-week period set by the Manitoba Fair Wage Act were cited as examples of this desirable flexibility. "Unions have accepted these provisions and readily incorporated them in collective agreements," the CCA said.

It also urged that care be taken to avoid disruptive effects in the introduction of collective bargaining for prevailing rate employees in the public service, many of whom were in the construction trades. "In the past, these personnel have followed the wage patterns locally established by collective bargaining in our industry. It is most desirable that this practice be maintained in order that conflicts will continue to be avoided."

Unemployment Insurance

The brief urged the amendment of the Unemployment Insurance Act to prevent the "now still possible misuse" of the Unemployment Insurance Fund as a union "strike fund." It urged also that special care should be taken in transferring the National Employment Service to the Department of Labour.

It drew attention to the recommendation of the Gill Committee report that the cost of seasonal benefits should be borne by the Consolidated Revenue Fund.

Training Programs

The brief commended the Government for giving additional financial support to a number of training programs during 1963. The help being given by the Department of Labour in the preparation of an outline for the training of construction superintendents, and the revising of the Department's booklet, *Careers in Construction,* were mentioned with special appreciation.

The Association has come to the conclusion that the effective promotion of apprenticeship training in the construction industry requires a system of compulsory tradesmen's qualifications. The possibility of promoting this view in joint labour-management briefs to the various provinces is now being explored.

The high degree of mobility in the construction labour force places additional importance on the establishment of national trade standards. It is hoped that the present series may be expanded before long to include all construction trades not yet covered.

Finally, the Association would warn against any extensive attempts to include "designated" construction trades in short-term programs for the training of the unemployed unless they are in the form of upgrading courses for construction tradesmen.

Labour Research

Regarding labour research, the CCA deplored the lack of "depth studies" of employment. The main obstacle to such work was doubtless the shortage of persons qualified to undertake it; and the Association reiterated its earlier recommendations that more labour economists should be recruited or obtained on loan, that "tangible encouragement" should be given to the training of such people, that the number of labour attaches should be increased, and that maximum use of those already at work should be obtained by greater co-ordination between the Economic Council of Canada, the Departments of Trade and Commerce, Labour, Industry, and Finance, and the Dominion Bureau of Statistics and the provincial governments.

Canada Pension Plan

The Association repeated the suggestion made in its previous interview with the federal Cabinet that the Canada Pension Plan should provide for the protection of existing negotiated pension plans.

Industrial Fatalities in Canada, 1963

Fatalities from industrial accidents during 1963 numbered 1,147, early reports show. Revised total for 1962 was 1,135

Up to the end of March, the Department of Labour had received reports on a total of 1,147 industrial fatalities* that occurred in Canada during 1963. The revised total for 1962 was 1,135, or approximately 7 per cent higher than the preliminary total for that year reported in the previous annual review (L.G., May 1963, p. 371).

Of the 1,147 fatalities in 1963, 887 were reported by the provincial Workmen's Compensation Boards and the Board of Transport Commissioners. Information on the remaining 260 fatalities was obtained from other sources.

The preliminary fatality rate (number of fatalities per 10,000 workers employed) was 1.8 in 1963. Fatality rates for the past five years were:

Year	Fatalities	Workers employed (000)	Rate
1959	1,326	5,856	2.3
1960	1,134	5,955	1.9
1961	1,086	6,049	1.8
1962	1,135	6,217	1.8
1963	1,147	6,364	1.8

For 1963, preliminary fatality rates by industry were as follows (figures for 1962 in parentheses): agriculture 0.8 (0.9); logging 14.8 (17.2); fishing and trapping 13.1 (5.2); mining and quarring 21.0 (18.6); manufacturing 1.2 (1.4); construction 4.9 (4.8); transportation, storage and communication 3.7 (3.7); public utilities 3.2 (5.6); trade 0.5 (0.6); finance 0.4 (0.8); service 0.7 (0.6).

Multi-Fatality Accidents

During 1963 there were 12 multi-fatality accidents that in each case brought death to three or more workmen. In total they resulted in fatal injuries to 52 persons.

Twenty of these were drowned in five accidents on seas or rivers. On February 20, three members of the crew of the *Janet Irene* died when the fishing vessel sank during a storm while en route from Shelburne to her home at Liverpool, N.S. Three fishermen were lost on March 12, some 20 miles southwest of Prince Rupert, B.C., after they abandoned their fishing vessel *Ingred H.* On April 9, four fishermen were drowned when the Louisburg, N.S., fishing vessel *Elizabeth and Leonard* disappeared during a storm in the Gulf of St. Lawrence. On December 8, four sailors went down with their ship, the *Fort Albany*, after a collision in thick fog with the Norwegian freighter *Procyon* five miles west of Sorel, Que. On December 20, six seamen aboard the 175-ton Newfoundland coastal freighter *Mary Pauline* were lost when the vessel sank between Nova Scotia and Newfoundland.

Eighteen persons were killed in four aircraft accidents. On February 25, four men of a CBC television crew that was photographing an elk herd, and the pilot, died in the wreckage of a light aircraft that crashed 18 miles west of Claresholm, Alta. On June 7, three men were killed when their aircraft crashed near Princeton, B.C. Four RCMP officers died on July 13 when a float-equipped aircraft crashed and burned on the outskirts of Carmack, Y.T. On November 29, seven crew members were killed in the TCA DC-8 crash northwest of Montreal, Que.

Eleven persons died in explosions in two different plants. On January 23, four workmen were killed when a coke oven exploded at the Algoma Steel Corporation plant, Sault Ste. Marie, Ont. On August 18, seven employees died when a boiler and furnace exploded at a pulp and paper mill in Woodfibre, B.C.

* *See* Tables H-1 to H-4, pages 448 to 455.

The fatalities covered in this review are those that involved persons gainfully employed and that occurred during the course of, or arose out of their employment, including deaths resulting from industrial diseases.

Statistics on industrial fatalities are compiled by the Economics and Research Branch from reports received from the provincial Workmen's Compensation Boards, the Board of Transport Commissioners and certain other official sources. Newspaper reports are used to supplement these. For industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping, and certain of the service groups, is not as complete as in industries covered by workmen's compensation legislation. Similarly, a small number of traffic accidents that are in fact industrial may be omitted from the Department's records because of lack of information in press reports.

The number of fatalities that occur during the year under review is usually greater than indicated in the annual article and tables. However, fatalities that were not reported in time for inclusion are recorded in supplementary lists and the statistics revised accordingly in the next annual review.

Finally, on April 6, three firemen were crushed to death, or died later of injuries received, when a burned-out building in Montreal collapsed on them.

Classification by Cause

Of the 1,147 fatalities in 1963, 263 were the result of being "struck by tools, machinery, moving vehicles and other objects." Within this group 55 fatalities were caused by falling trees or limbs. Landslides or cave-ins caused 41; materials falling from stockpiles and loads, 39; and automobiles and trucks, 18. Most of these accidents occurred in the logging or construction industries.

In the classification "collisions, derailments, wrecks, etc." 252 fatalities were recorded. Within this group 128 involved automobiles and trucks, 50 aircraft, 32 trains, and 27 tractors and loadmobiles.

There were 240 fatalities caused by "falls and slips"; of these 205 were the result of falls to different levels. Within this group 59 fatalities were caused by falls into rivers, lakes, sea or harbours, 33 by falls from buildings, roofs and towers, 23 by falls from scaffolds and stagings; and 17 by falls into shafts, pits, excavations etc. Most of these accidents occurred in the transportation, storage and communication, fishing and trapping or construction industries.

Among Canada's provinces, Ontario had the largest number of fatalities, 387. Of these, 87 occurred in manufacturing, 70 in construction, 51 in transportation, storage and communication, and 47 in mining and quarrying.

British Columbia followed with 229 fatalities, of which 50 occurred in logging, 37 in manufacturing, 34 each in mining and quarrying and in construction, and 30 in the service industry.

In Quebec 203 fatalities were recorded. These included 51 in construction, 44 in transportation, storage and communication, and 35 in manufacturing.

During 1963, the greatest number of fatalities occurred in the construction industry, in which there were 221 deaths. In manufacturing 200 fatalities were recorded, and transportation, storage and communication accounted for 168. Fatalities in mining and quarrying numbered 151 during the year, and in the service industry there were 123 fatalities.

Quarterly reviews of industrial fatalities were published in the July 1963 issue, p. 596; October 1963 issue, p. 884; January 1964 issue, p. 28; and April 1964 issue, p. 273.

Table H-5, on p. 456 of this issue, shows the number of industrial injuries, both fatal and non-fatal, reported by the Workmen's Compensation Boards of the ten provinces over the past five years.

The Ontario Industrial Accident Prevention Associations report a sharp increase in industrial injuries during 1963. The number of compensation cases reported to the Associations during 1963 was 32,388, compared with 26,104 for 1962. Most injuries resulted from equipment being handled by the worker, machines in operation, and falls on level working surfaces.

Latest Labour Statistics

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
Total civilian labour force (a) (000)	April	6,763	+ 0.5	+ 3.1
Employed (000)	April	6,360	+ 1.4	+ 4.3
Agriculture (000)	April	596	+ 7.0	− 2.3
Non-agriculture (000)	April	5,764	+ 0.8	+ 5.0
Paid workers (000)	April	5,236	+ 0.8	+ 5.1
At work 35 hours or more (000)	April	5,424	+ 1.9	+15.2
At work less than 35 hours (000)	April	779	− 0.4	−28.5
Employed but not at work (000)	April	157	− 6.6	−47.1
Unemployed (000)	April	403	−11.6	−12.8
Atlantic (000)	April	72	− 5.3	−12.2
Quebec (000)	April	156	− 8.8	−14.3
Ontario (000)	April	89	−15.2	−17.6
Prairie (000)	April	53	−10.2	+ 6.0
Pacific (000)	April	33	−26.7	−17.5
Without work and seeking work (000)	April	380	−10.8	−13.6
On temporary layoff up to 30 days (000)	April	23	−23.3	+ 4.5
Industrial employment (1949=100)	February	123.0	− 0.3	+ 4.9
Manufacturing employment (1949=100)	February	117.6	+ 0.5	+ 4.8
Immigration	Yr. 1963	93,151	—	+24.9
Destined to the labour force	Yr. 1963	45,866	—	+24.8
Strikes and Lockouts				
Strikes and lockouts	April	41	−18.0	− 2.4
No. of workers involved	April	8,617	+20.7	+ 0.6
Duration in man days	April	88,900	− 3.8	+88.4
Earnings and Income				
Average weekly wages and salaries (ind. comp.)	February	$85.72	+ 0.7	+ 3.4
Average hourly earnings (mfg.)	February	$1.99	0.0	+ 3.1
Average hours worked per week (mfg.)	February	41.2	0.0	+ 1.2
Average weekly wages (mfg.)	February	$82.01	0.0	+ 4.5
Consumer price index (1949=100)	April	135.0	+ 0.3	+ 2.0
Index numbers of weekly wages in 1949 dollars (1949=100)	February	146.0	0.0	+ 2.6
Total labour income $000,000.	February	1,824	+ 0.4	+ 8.7
Industrial Production				
Total (average 1949=100)	March	208.9	− 0.9	+ 8.8
Manufacturing	March	185.0	+ 0.1	+ 9.2
Durables	March	192.3	+ 0.5	+12.7
Non-durables	March	178.7	− 0.3	+ 6.1
New Residential Construction (b)				
Starts	April	8,340	+51.0	+ 2.5
Completions	April	12,273	−44.2	+58.3
Under construction	April	58,540	−10.9	+ 5.9

(a) Estimates of the labour force, the employed and the unemployed, are from *The Labour Force* a monthly publication of the Dominion Bureau of Statistics which also contains additional details of the characteristics of the labour force, together with definitions and explanatory notes.

(b) Centres of 5,000 population or more.

Manpower Situation, First Quarter, 1964

In the first quarter of 1964, the Canadian economy showed a further strong advance. As in the two preceding quarters, output and employment increased sharply, discounting seasonal variations. The factory work week, at 41.2 hours in February, was maintained at the high plateau reached last October.

One of the more striking features of the current business upturn is the breadth of the expansion. All of the major industrial divisions have contributed to the advances in output and employment, and in such key industries as manufacturing the gains have been widespread. Regionally, the job picture brightened most noticeably over the quarter in Ontario and Quebec. Smaller employment gains, seasonally adjusted, occurred in the other three regions.

The expansion, which got under way some 38 months ago, has already lasted longer than any of the business upturns since the Korean War. Equally important, there has been a noticeable pickup in the tempo in recent months. Since the cyclical trough three years ago, the index of industrial production has increased by 26 per cent; about one third of the advance has taken place since the middle of 1963.

Employment (seasonally adjusted) increased by 4.8 per cent since the middle of 1963. Over the past 38 months, the increase in employment amounted to 10.7 per cent.

Most of the indicators that tend to foreshadow coming events have shown continuing strength during recent months. This was especially true of new orders in manufacturing, which have been running well ahead of last year. Contract awards were higher, in value, in the first quarter of 1964 than in the same quarter of any previous year. In the business sector, construction contract awards were about one fourth higher, in value, than in the same quarter last year.

This year's capital investment program is expected to exert an important expansionary influence on the economy. The investment outlook, as compiled by the Dominion Bureau of Statistics and the Department of Trade and Commerce, indicates planned outlays amounting to $10.1 billion. This level of spending—anticipated to be 8 per cent higher than last year—is the largest increase since 1957.

Despite the strong performance of the economy during the past year, and almost three years of continuous employment expansion, evidence of idle labour resources still persists. The seasonally adjusted unemployment rate in March was 4.6 per cent. Although this is a sharp decrease from the beginning of 1963, when the rate stood at 5.9 per cent, it is still considerably higher than in the early 1950's, when labour shortages became widespread.

The increase in employment during the opening quarter of this year amounted to 1.5 per cent. This was the third consecutive quarter in which an increase of this order was recorded.

The upward trend in employment has helped to boost the annual rate of labour income. Personal disposable income has increased substantially over the year, providing a solid backing for the rise in consumer expenditures. Retail sales in the January-February period were some 11 per cent higher than in the same two months of last year.

Employment

Employment in the first quarter of 1964 averaged 285,000 higher than in the corresponding period last year. This gain of 4.8 per cent represents a substantially faster rate of advance than in any recent year. Almost all of the increase was in non-farm industries.

The largest advance, in both relative and actual terms, was in manufacturing. Total manufacturing employment was up over the year by an estimated 100,000, a gain well above the advance for any previous year since World War II. The service and trade industries together accounted for an increase of some 150,000, approximately one half of the entire advance. In the remaining industries, employment levels were much the same as in the early part of 1963.

The employment expansion in manufacturing picked up considerable momentum during the past few months. More than two thirds of the over-the-year increase took place in the fall and winter months. During the first year of the upturn, manufacturing employment increased by some 70,000, and in the following 12 months, by some 35,000.

Judged by the two previous expansions, the record for the current one is very impressive. In the 1954-1957 capital spending boom, manufacturing employment advanced

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The review is prepared by the Employment and Labour Market Division of the Economics and Research Branch.

by some 180,000, and in the short-lived 1958-1960 upswing, it increased by approximately 50,000. In the current (1961-64) expansion, the net gain has been in excess of 200,000, and almost all indicators point to continuing improvement in the months ahead.

Almost all parts of manufacturing have contributed to the recent alvances in output and employment. Durable goods industries continued to show the most marked improvement. Above-average increases were recorded in wood products, iron and steel and transportation equipment. The motor vehicle and motor vehicle accessories industries experienced large staff increases during a period in which they usually show little change. Compared with a year ago, employment in the motor vehicle and parts industries was up by one fifth.

Although the automotive industry continued to be the pace-setter, other parts of transportation equipment have shared in the improvement. Above-average gains were reported in aircraft, railroad and rolling stock equipment, and shipbuilding and repairing. In non-durable goods industries, activity increased most noticeably in rubber, textiles and clothing.

After having contributed little to the employment expansion during much of last year, during recent months the construction industry has been very active for the season. Housing construction has shown a marked increase as a result of special government measures to stimulate the housing market. In the first quarter of 1964, housing starts were up over the same time last year by some 39 per cent. Activity in non-residential construction (allowing for seasonal movements) has been rising more slowly than had been expected. In each major category of non-residential construction, the value of contracts awarded has been running well above last year, but there has been little evidence as yet of any noticeable strengthening of construction employment in this sector.

Employment in the service-producing industries continued to increase during the early part of 1964, though at a considerably slower pace than in earlier months. As indicated above, the most noticeable strengthening during the quarter has been in manufacturing. The improvement in this industry has caused a strong advance in the number of employed men.

Reports from across the country indicate that shortages of particular skills are becoming more pronounced. Among the skills most frequently in short supply were machinists, machine operators, tool makers, fitters, welders, moulders and sheetmetal workers. There were also outstanding storages in such occupations as auto mechanics and bodymen, maintenance mechanics, sewing machine operators, spinners and weavers, and loom fixers. Among the areas that reported outstanding job vacancies for a variety of skills were Toronto, Montreal, Oshawa, Peterborough, Kitchener, St. Thomas, London, Sherbrooke and Joliette.

Unemployment

Unemployment (seasonally adjusted) declined noticeably in the period under review. The unemployment rate, seasonally adjusted, has been falling steadily since last summer. In March it was 4.6 per cent, down sharply from last summer, when it was 5.9 per cent.

In the first quarter of 1964, unemployment averaged 82,000 lower than in the same quarter of 1963. Most of the decline was among men, and there were 54,000 fewer married men unemployed than a year earlier.

Unemployment rates were lower than in the first quarter of 1963 in all regions. The unemployed as a percentage of the labour force remained substantially lower in Ontario and the Prairie region than the Canadian average.

Railway Workers Considering Co-operative Housing Project

Railway employees in Toronto are studying the feasibility of a large co-operative housing project. It would provide housing for Canadian National Railways employees who are to be dislocated by reorganization of CNR operations in Toronto and the opening of a multi-million dollar hump yard miles from the city and the workers' present housing.

Last month 20 delegates of locals of the Canadian Brotherhood of Railway, Transport and General Workers (CLC) attended a co-operative housing seminar in Toronto as a result of which, the possibility of a major project is to be given close study.

Speakers at the seminar included Dr. A. F. Laidlaw, national secretary of the Co-operative Union of Canada, and James MacDonald, secretary of the National Labour-Cooperative Committee.

Regional Manpower Situation

ATLANTIC

In the Atlantic region, employment edged up slightly during the first quarter of this year, after discounting for seasonal factors. In March, employment in the region was estimated at 508,00, an increase of 17,000 from the year before. The relatively slow rate of advance during the quarter was a continuation of a trend that was in evidence during much of last year.

Manufacturing employment has shown signs of strengthening since the turn of the year, after remaining on a high plateau during the latter part of 1963. Increased activity was apparent in the shipbuilding and iron and steel products industries. Railway rolling stock, a persistent source of weakness during recent years, is the only manufacturing industry that has failed, so far, to share in the current business upturn. Indications point to some improvement in this industry, however, as the major railways have announced increased requirements of rolling stock equipment.

The Sydney Steel Works has been considerably busier than at the same time last year. Over the year, there was a substantial increase in export sales of billets and rails. Export business accounted for approximately one fourth of total sales in 1963.

Employment in coal mining continued to be well maintained; all major collieries were operating on a full-time basis. Activity in metal mining has declined during recent months as a result of curtailed production of iron ore at the Bell Island mines. Forestry employment showed a larger-than-seasonal increase during the quarter and was substantially higher than last year.

Construction employment (seasonally adjusted) has edged up slightly during recent months after remaining at a relatively low level during much of last year. The winter house-building program was less effective in stimulating activity in this region than in other parts of the country. As a result, total construction employment in the region showed little improvement from last year.

Present indications point to a more-than-seasonal pick-up in construction activity this summer. The investment survey conducted at the beginning of the year indicates a rise of 7 per cent in new capital investment expenditures in the Atlantic provinces during 1964.

New Brunswick is expected to show the largest increase. Substantial additionas are being made to the province's productive capacity, and total capital expenditures are expected to rise by 22 per cent over those in 1963. Figuring prominently in this year's capital investment program are such large projects as the continuation of construction on the New Rothesay Paper Corporation mill near Saint John and the development of the base metal complex in the Bathurst area.

In the service-producing industries, employment developments during the first quarter of 1964 were mainly seasonal. As in the previous quarter, there were small year-to-year gains in services and trade.

Unemployment in the Atlantic region during the first quarter of 1964 averaged 74,000, or 12.8 per cent of the labour force. In the first quarter of 1963, the unemployment rate was 15.0 per cent; in 1962 it was 15.9 per cent.

In March, the classification of the 21 labour market areas in the region (last year's figures in brackets) was as follows: in substantial surplus 19 (20); in moderate surplus 2 (1).

QUEBEC

In the Quebec region, the underlying employment trend continued to rise during the early part of 1964. The gain during the first quarter, after seasonal adjustment, amounted to 2.0 per cent, the sharpest rate of advance registered so far during the current business upturn. This was the third consecutive quarter in which the economy of the region showed a marked improvement.

Estimated employment in the first three months of 1964 averaged 1,733,000. This represents a gain of 102,000, or 6.2 per cent, over the first quarter of 1963. Virtually all of the advance has taken place since mid-summer.

Unemployment, seasonally adjusted, has shown a noticeable decrease during recent months, reaching the lowest level for the season in the past seven years.

Employment in manufacturing continued to increase from the high levels reached in 1963. Sharing in the improvement were pulp and paper, food and beverages, rubber and leather products and transportation equipment. In textiles and clothing, production and employment showed little change from the high levels recorded in the closing quarters of last year. The paper products industry has been experiencing a remarkably good year. In the first two months of 1964,

production of paperboard was up over the year by some 19 per cent. Over the same period, production of wood pulp and fine paper increased by 14 per cent and 13 per cent respectively.

Construction activities throughout the region were generally higher than a year ago. Residential construction was maintained at a very high level, a major stimulus being provided by the winter house-biulding incentive program. In the first two months of 1964, housing starts were 55 per cent higher than in the correspondending period last year.

Non-residential construction showed a somewhat larger-than-seasonal decrease during the winter but prospects for the year ahead are generally encouraging. Investment plans, as indicated at the beginning of the year, call for sharply increased outlays for utilities and social capital.

The service-producing industries continued to expand during the first quarter of 1964 and sizable gains were recorded by all major components. The transportation industry has been busier than at any time in recent years, and there has been no indication as yet of a slowdown in the months ahead. Bookings have been good and freight car loadings have been steady. Employment advances in trade have accompanied an upward trend in sales.

Employment developments in mining have been mainly seasonal. With the usual stockpiling taking place, some temporary layoffs occurred in the smaller mines. In base metals and gold mining, output and employment remained steady, with little labour turnover. The primary aluminum industry had a good year in 1963: production was 10 per cent higher than a year earlier and showed a further increase during the first quarter of 1964.

With newsprint and craft mills operating close to capacity and orders for furniture increasing, forestry operations have been very active. Even though the industry has become increasingly mechanized, forestry employment reached the highest level for the period in the past three years.

Unemployment in the first quarter of 1964 averaged 173,000, or 9.1 per cent of the labour force. In the first quarter of 1963, it was 10.7 per cent, the same as it averaged in 1962.

In March, the classification of the 24 labour market areas in Quebec (last year's figures in brackets) was as follows: in moderate surplus 7 (1); in substantial surplus 17 (23).

ONTARIO

The favourable economic environment that prevailed in the last half of 1963 continued into 1964. Seasonally adjusted, employment increased by 1.4 per cent during the first quarter of this year.

Since the current expansion began three years ago, total employment in the region has increased by 8.8 per cent. The largest gains occurred in manufacturing, service, forestry and trade. The only noticeable decline over the period was in mining, in which employment decreased by 15 per cent.

During the first quarter, the main strengthening was in manufacturing, construction, trade and finance. Some improvement was reported also in mining.

Better-than-seasonal employment gains were reported in most sectors of manufacturing during the first quarter of 1964 as the volume of retail sales, new construction and unfilled domestic and export orders combined to raise the demand for finished and semi-finished goods. Both durable and non-durable goods industries shared in the increase.

The construction, automotive, sheet metal and tube industries have been placing heavy orders with primary steel producers. As a result, steel delivery dates have been lengthening and the steel-consuming industries have been on virtual allocation. Exports remained strong and steel mills operated above rated capacity. The employment picture was particularly bright during the quarter in primary steel mills, foundries and sheet metal shops.

In the transportation equipment industry, employment in the first quarter of 1964 was some 17 per cent higher than the year before. The largest gains were in the automotive and automotive parts industries.

The trend in new car sales continued to rise, and measures that were introduced to encourage greater domestic production of automobiles and parts has resulted in an increase in exports.

There was also a substantial over-the-year increase in aircraft employment. Aircraft plants were busy on U.S. orders for the Caribou aircraft and on production engineering work in connection with the DC 9.

Sawmills, furniture and other woodworking plants operated at much higher levels than usual for the time of year. Pulp and paper mills were also expanding their operations. Employment in textile factories continued to rise during the quarter. An upward trend in this industry was due to increased production of synthetic textiles and to some replacement of imported products by domestic goods. The over-all domestic demand

for primary textiles continued to expand during the quarter.

In the construction industry, employment was higher in the first quarter of 1964 than in any comparable period in the past three years. Much of the improvement was associated with the incentive stimulus to housebuilding. In non-residential construction, the commercial sector appeared to be more active than a year ago, but the volume of engineering construction was down over the year. Little change appears to have taken place in the volume of industrial and institutional construction.

In the quarter under review, employment changes followed the customary seasonal patterns in both forestry and agriculture. In mining, the employment picture brightened during the quarter with the recall of several hundred nickel workers. Reflecting the continuing high level of business activity in the country as a whole, employment in the transportation industry declined less than seasonally during the quarter.

The cyclical and secular rise of trade, finance and service employment continued during the first quarter of 1964. Wholesale and retail trade was still expanding, and banks and finance companies indicated a continuing demand for small loans for automobile purchases and home improvements. To meet the demand, additional branches of banks and credit institutions were opening up throughout Ontario. The employment expansion in services was widespread as increases took place in personal, business, community and government services.

Unemployment increased less than seasonally in the quarter: it averaged 113,000, or 4.6 per cent of the labour force, compared with 134,000, or 5.6 per cent of the labour force, a year earlier. In March, the classification of the 34 labour market areas in the region (last year's figures in brackets) was as follows: in balance 7 (2); in moderate surplus 23 (20); in substantial labour surplus 4 (12).

PRAIRIE

In the Prairie region, the basic employment trend remained firm during the first quarter of 1964, after showing a strong advance during the closing quarter of 1963. Construction, manufacturing, public utilities, trade and transportation remained very active for the season.

Since the current expansion got under way three years ago, total employment in the region has increased by 7.9 per cent. The March estimate of 1,063,000 was 22,000 higher than a year earlier.

Farm employment declined during the first quarter of 1964, but remained high for the time of year. There were shortages of experienced dairy hands and stockmen. Soil conditions appeared promising, March snowstorms providing adequate moisture for spring seeding. The acreage to be seeded was expected to be somewhat greater than in 1963.

Employment in the construction industry was at an all-time high for the winter months. Compared with a year ago, there were gains in residential, industrial and engineering construction. Pipelines, hydro dams and a chemical plant were among the major projects that were under way during the quarter.

An underlying current of expansion was apparent during the quarter in manufacturing though the improvement was less marked than in construction. In most sectors, seasonal layoffs either failed to take place or were on a reduced scale. The volume of winter activity was particularly high among fabricators of iron and steel and non-metallic mineral products. Activity was well maintained in the wood, paper, and food products industries. Among the skills reported to be in short supply were sheet-metal workers, machinists, welders, tannery workers and sewing machine operators.

In mining, the employment picture showed little change for the second consecutive quarter. Oil, natural gas and metallurigal coal and potash were being produced in greater volume than last year. Some shaft sinking and rebuilding programs were under way in potash mines during the quarter under review. Coal mines producing for the domestic market curtailed their operations in March.

With grain shipments to the West Coast continuing at a brisk pace, elevators and railroads were quite active during the quarter. Communication systems and public utilities operated with the largest work force on record for the time of year.

Reflecting the high levels of personal disposable income in the Prairies after the record wheat crop and sales of the last year, retail trade continued to rise. Retail sales in the January-February period were 15 per cent higher than a year earlier. Farm machinery, motor vehicles, building materials, furniture and appliances, clothing and jewellery registered substantial gains. After a period of relative stability, employment in trade establishments increased for the third consecutive quarter.

Unemployment in the Prairie region increased seasonally in the first quarter of

1964, when it averaged 56,000, or 5.0 per cent of the labour force, compared with 71,000, or 6.5 per cent of the labour force, a year earlier.

In March, the classification of the 19 labour market areas in the region (last year's figures in brackets) was as follows: in moderate surplus 12 (9); in substantial labour surplus 7 (10).

PACIFIC

The upward trend that was characteristic of employment in the Pacific region during 1963 gained momentum during the first quarter of 1964. Total employment (seasonally adjusted) increased by 2.0 per cent between the fourth quarter of 1963 and the first quarter or 1964. The increase in unemployment was about normal for the period.

Over the three-year expansionary period that began in the first quarter of 1961, total employment in the region increased by 15 per cent. This represents an increase of some 75,000 new jobs. In March, employment was estimated at 581,000, some 30,000 higher than a year earlier.

Manufacturing and construction continued to the most expansive segments of the economy of the region. Output in manufacturing in the first quarter of 1964 was noticeably higher than in the corresponding period in 1963. The wood products industry has been a major source of strength. Smaller gains occurred during recent months in the steel and paper products industries. Export demand for wood products strengthened during the past year, giving rise to a substantial increase in output. Steel fabricating plants have maintained a high level of activity during recent months. In the steel and wood products industries alike, shortages of qualified workers were reported.

The high level of economic activity in the goods-producing industries has aided the service industries, particularly transportation. Employment in transportation, storage and communications increased by 4.7 per cent during the past year. Shipments for the current year from British Columbia ports were up over the same time in 1963 by some 26½ million bushels. The volume of general cargo moving in and out of the various ports was reported to be above average.

During the first quarter of 1964, unemployment in the region averaged 46,000, or 7.5 per cent of the labour force. In the first quarter of 1963, it averaged 54,000, or 9.0 per cent of the labour force. In March, the 11 labour market areas in the region (last year's figures in brackets) were classified as follows: in moderate surplus 3 (5); in substantial surplus 8 (6).

In 1962-63, a total of 6,858 Canadians were enrolled in undergraduate and postgraduate courses at universities and colleges in the United States, an increase of nearly 40 per cent since 1956-57. Enrolment in Canadian universities totalled 141,388.

These statistics come from a *Survey of Canadians Enrolled at American Universities and Colleges, 1962-63*, just published by the Economics and Research Branch of the Department of Labour as Professional Manpower Bulletin No. 4.

While the number of Canadian students at U.S. universities and colleges increased by 40 per cent in the seven-year period from 1956-57 to 1962-63, enrolment in Canadian universities expanded by 80 per cent. The increase in Canadian students in the United States was from 4,947 to 6,858; in Canada enrolment rose from 78,504 to 141,388.

Although their percentage is declining annually, a high proportion of Canadian students do their postgraduate work in the United States. In 1962-63, there were 2,519 Canadian postgraduate students at American universities; in Canada, there were 8,436 postgraduate students, including foreign citizens.

A majority of the Canadians who were studying in the United States reported that they were influenced to attend an American university by financial or scholastic reasons, e.g., larger and more readily obtainable scholarships and assistantships, a wider choice of specialized courses, and better facilities for advanced study.

Among undergraduates, the proportion of students in the United States was much smaller. There were 4,339 undergraduate Canadian students at American universities and colleges in 1962-63, and 132,952 in higher institutions in Canada.

The survey revealed that lack of qualifications for admission to a Canadian university was the principal reason for studying in the United States. Some students had moved to the United States permanently, others preferred to study in a college of their own faith and none was available in Canada, and in some cases there was no Canadian university close to their home.

A breakdown by course of registrations of Canadians at American universities shows: humanities, 1,515; social sciences, 1,086; natural sciences, 971; engineering, 831; business, 722; education, 713; health sciences, 568; and others, 452.

Employment and Unemployment, April

An estimated 6,360,000 persons were employed in April, an increase of 87,000 from March. The advance, following an unusually large increase between February and March, was somewhat below average for the month.

Unemployment declined by 53,000 to 403,000, which was a drop of 53,000 from March, and of 59,000 from April 1963.

The estimated labour force, at 6,763,000 in April, was 204,000 more than a year earlier. Employment was 263,000 higher and unemployment 59,000 lower than in April 1963.

Employment

The greater part of the month's employment gain was in outdoor activities. Almost one half of the increase was in agriculture.

In non-farm industries, total employment showed a somewhat smaller-than-seasonal improvement. The spring advance in construction employment was not as marked as in previous years because employment was already at a relatively high level as a result of government measures to maintain housebuilding activity during the winter.

Non-farm employment was up over April 1963 by 277,000, or 5.0 per cent. The largest year-to-year gains were in manufacturing, service and trade. In all other non-farm industries, employment levels were either unchanged or slightly higher than in the previous year.

The employment expansion in services has been mainly in community and personal services.

Employment was considerably higher than a year ago in all regions except the Prairies, where it showed little change. The increases ranged from 4.3 per cent in Ontario to 6.2 per cent in British Columbia.

Unemployment

Unemployment, at 403,000, was 53,000 below March and 59,000 fewer than in April 1963. Of the 403,000 unemployed, 345,000 were men and 58,000 were women.

Of the unemployed, some 218,000, or about 55 per cent of the total, had been unemployed for three months or less. An estimated 123,000 had been seeking work for four to six months, and 62,000 for seven months or more.

Unemployment in April represented 6.0 per cent of the labour force, compared with 6.8 per cent in March, 7.0 per cent in April 1963 and 7.5 per cent in April 1962.

Seasonally adjusted, the April unemployment rate was 4.7 per cent; in March it was 4.6 per cent, and in April 1963 it was 5.5 per cent.

LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance		Labour Shortage	
	1		2		3		4	
	April 1964	April 1963	April 1964	April 1963	April 1964	April 1963	April 1964	April 1963
Metropolitan	4	6	8	6	.....	.....	.....	.....
Major Industrial	12	13	11	10	3	3	.....	.....
Major Agricultural	3	5	10	9	1	.....	.....	.....
Minor	27	29	20	20	10	8	.....	.....
Total	46	53	49	45	14	11	.....	.....

U.S. Employment in April

Employment in the United States rose 1,360,000 from March to April, reaching 69,877,000, the U.S. Department of Labor reports. The rise was about 750,000 more than expected for the month, according to officials of the Bureau of Labor Statistics, and has been surpassed in only one month during the postwar period.

Unemployment, on a seasonally adjusted basis, stayed about the same, however. The gain in the number working failed to lower the unemployment rate from 5.4 per cent, where it has remained since February.

The number of unemployed in April was 3,921,000, a decline of 372,000. The drop was 72,000 less than expected.

The fact that the large gain in employment failed to reduce unemployment after allowance for seasonal factors would seem to lend weight to a view held by some economists. They feel that an improving job picture brings many thousands of additional workers into the labour force in search of work, thereby making it difficult to reduce unemployment.

CLASSIFICATION OF LABOUR MARKET AREAS—APRIL

	Substantial Labour Surplus	Moderate Labour Surplus	Approximate Balance	Labour Shortage
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	Quebec-Levis St. John's Vancouver-New Westminster Winnipeg	→CALGARY →EDMONTON Halifax Hamilton Montreal Ottawa-Hull Toronto Windsor		
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agricultural activity)	Corner Brook Fort William-Port Arthur Joliette Lac St. Jean Moncton New Glasgow Rouyn-Val d'Or SAINT JOHN ← Shawinigan Sherbrooke Sydney Trois Rivieres	Brantford →CORNWALL →FARNHAM-GRANBY Kingston Niagara Peninsula Oshawa Peterborough Sarnia Sudbury Timmins-Kirkland Lake Victoria	Guelph Kitchener →LONDON	
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more in agriculture)	Charlottetown Riviere du Loup Thetford-Lac Megantic-St. Georges	Barrie Brandon Chatham Lethbridge North Battleford Prince Albert Red Deer Regina Saskatoon →YORKTON	→MOOSE JAW	
MINOR AREAS (labor force 10,000 to 25,000)	Bathurst Bracebridge Bridgewater Campbellton Cranbrook Dauphin Dawson Creek Edmundston Fredericton Gaspe Grand Falls Kamloops Kentville Montmagny Newcastle Okanagan Valley Prince George-Quesnel Prince Rupert Quebec North Shore Rimouski Ste. Agathe-St. Jerome St. Stephen Summerside Truro Victoriaville Woodstock Yarmouth	Beauharnois Belleville-Trenton Brampton →CHILLIWACK Drumheller Drummondville Lachute-Ste. Therese Lindsay Medicine Hat North Bay Owen Sound →PEMBROKE →PORTAGE LA PRAIRIE →SAULT STE. MARIE St. Hyacinthe St. Jean Simcoe Sorel Trail-Nelson →VALLEYFIELD	CENTRAL VANCOUVER IS. → Galt →GODERICH Listowel St. Thomas Stratford →SWIFT CURRENT →WALKERTON →WEYBURN Woodstock-Tillsonburg	

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification used see page 491 June issue.

International Seminar on Sheltered Employment

Sweden's co-operation in sponsorship of seminar in September this year is indicative of international interest and concern

The development of rehabilitation programs has revealed a need for sheltered employment facilities and has demonstrated the vital part that this type of service can play in the adjustment of disabled persons to the world of work and to a life of independence and self respect.

In Canada the National Advisory Council on the Rehabilitation of Disabled Persons has a special committee set up to consider this matter, and the Canadian Rehabilitation Council for the Disabled, which sponsored the Conference on Sheltered Employment held at Ste. Adele in 1962 (L.G. 1962, p. 1270), is continuing its efforts to encourage the provision of such facilities.

Indicative of international interest and concern is the Swedish Government's co-operation, through its Department of Labour, with the World Commission on Vocational Rehabilitation of the International Society for Rehabilitation of the Disabled in the convening of an "International Seminar on Sheltered Employment" in Stockholm, September 21-30.

This Seminar will be an extension and follow-up of the European Seminar on Sheltered Employment held in 1959 at the Hague, the Netherlands, and will again have the fullest co-operation of the ILO.

The Seminar will investigate all phases of sheltered employment and will provide an opportunity for the pooling of international knowledge and experience in this field to stimulate sheltered employment as a means of improving socio-economic conditions for the handicapped. Programs being carried out in all parts of the world will be reviewed and evaluated.

The four paragraphs of ILO Recommendation No. 99 headed "Sheltered Employment" will be discussed. These paragraphs read:

"32. (1) Measures should be taken by the competent authority or authorities, in co-operation, as appropriate, with private organizations, to organize and develop arrangements for training and employment under sheltered conditions for those disabled persons who cannot be made fit for ordinary competitive employment.

"(2) Such arrangements should include the establishment of sheltered workshops and special measures for those disabled persons who, for physical, psychological or geographical reasons, cannot travel regularly to and from work.

"33. Sheltered workshops should provide, under effective medical and vocational supervision, not only useful and remunerative work, but opportunities for vocational adjustment and advancement with, whenever possible, transfer to open employment.

"34. Special programs for the homebound should be so organized and developed as to provide, under effective medical and vocational supervision, useful and remunerative work in their own homes.

"35. Where and to the extent to which statutory regulations of wages and conditions of employment applying to workers generally is in operation, it should apply to disabled persons employed under sheltered conditions."

50 Participants

The seminar will be by invitation, and it is anticipated that there will be approximately 50 participants. Participants will have a high level of experience and background in sheltered employment or related vocational rehabilitation work and should be in a position to influence future development of sheltered employment in their respective countries. A limited number of fellowships will be available, but they will not include transportation to and from Stockholm. An invitation committee will be responsible for final screening to select the participants.

Major subjects to be considered are: The Role of Sheltered Employment in Society; What is Sheltered Employment and What Are its Objectives; Who Needs Sheltered Employment; Sheltered Employment and Rehabilitation; Responsibilities for Sheltered Employment; Responsibilities of Public Authorities—Voluntary Organizations, Trade Unions, Employers Confederations, The General Public; Types of Sheltered Employment; Workshops, Open Air Projects, Cottage Industries, Projects for Non-Manual Workers; Employment for the Homebound; Business Operations and Marketing; Management and Staff in Sheltered Employment Projects; Selection of Workers and Conditions of Work; Wages and Remuneration; Selecting Procedures; Training; and Conditions of Work.

Results to Expiry Date of Older Worker Employment and Training Incentive Program

During period of program, November 1 to March 31, total of 1,811 workers over 45 years of age were hired, all of whom had been unemployed for six months or more, Minister reports

By March 31, 1964, expiry date for hiring under the program, 1,811 workers aged 45 or over had been hired under the Older Worker Employment and Training Incentive Program, it was announced last month.

It is likely that this figure will be increased by the addition of some workers who had been hired during the period November 1, 1963 to March 31, 1964, but whose employers had not yet taken steps to have them qualified under the program.

Under the provisions of this program, the Department of Labour pays 50 per cent of monthly wages or $75.00 a month to employers hiring eligible workers, aged 45 or older, for new jobs in employment which is insurable under the Unemployment Insurance Act. Payments can be made for a total period up to 12 months.

In recent years a growing number of employers have been utilizing the services of older workers and recognizing their special qualities, such as mature judgment, knowledge gained from experience, stability, and lower absentee, turnover and accident rates.

The duration of unemployment for workers over 45 is usually much longer than for younger workers, however. In many cases their skill, or part of it, has become obsolescent, and they suffer prolonged unemployment because their age and lack of modern industrial experience make it difficult for them to re-enter the world of work.

The Older Worker Employment and Training Incentive Program was introduced, on an experimental basis, to assist long-term unemployed mature men and women to re-enter employment and to obtain the skills and work experience needed to remain in the labour market.

In announcing the latest figures, Hon. Allan J. MacEachen, Minister of Labour, pointed, out that all the mature workers who had obtained jobs under the program had been unemployed for six months or longer.

The experimental program had provided further evidence of the need for workers to make every effort to raise their skills and educational standards in order to meet the demands of today's jobs, the Minister said.

He stated that an evaluation of the program would be made and the information obtained, he hoped, would be helpful in planning future action on behalf of older workers. This evaluation is expected to take several months.

In his announcement, Mr. MacEachen also revealed that employer interest in the program gained considerable momentum during February and March. A total of 2,347 applications from employers for workers had been approved by March 31.

In discussing the fact that there were more job vacancies under the program than workers actually hired, the Minister explained that the National Employment Service had been unable to locate suitable applicants to fill many of the vacancies. In some instances, this was because employers' specifications could not be met by the available applicants. In other cases the low wages offered had posed a problem, and in some areas it had been difficult to fill certain jobs because of inadequate transportation facilities. Another factor contributing to the imbalance between vacancies and workers was that applicants with a specific skill were frequently reluctant to consider employment outside of their usual occupation.

The National Employment Service reported that another major reason that jobs were not filled was that numerous employers sought approval for jobs because they had a specific applicant in mind. If their chosen applicant was unable to qualify under the terms of the program they were often not interested in hiring another worker.

A breakdown by provinces of the 1,811 workers hired under the program was as follows:

Newfoundland	1
Prince Edward Island	23
Nova Scotia	58
New Brunswick	42
Quebec	407
Ontario	493
Manitoba	99
Saskatchewan	99
Alberta	240
British Columbia	349
Total	1,811

Women's Bureau

Women Workers in a Changing World . . .

. . . is one of items for consideration by delegates to the 1964 International Labour Conference, who will examine ILO member countries' administrative arrangements for women with jobs

One of the items for consideration by the International Labour Conference in June deals with the present situation and trend in employment and conditions of work for women. Administrative arrangements by the governments of the various member countries will be examined; particular attention will be directed to the problems relating to the employment of women with family responsibilities.

The history of the International Labour Conference, since its first session in 1919, has been marked by concern for the problems of women workers. It has established standards to provide maternity protection, regulate night work, and prevent the employment of women in occupations where they would be subject to health hazards.

Now, new problems require attention. Technological change in the work world, on the one hand, and a greater participation in economic activity by women on the other have combined to present grounds for an intensive examination of the situation in regard to women workers. As a preparation for the Conference, the International Labour Office prepared a report* as a basis for discussion.

The basic assumption of the Report is that the status of women within a country is a sure sign of the measure of the country's development. Their status in terms of employment opportunities is determined by what they have to offer in training and ability. It is in the light of this thesis that the chief issues have been selected.

The vocational preparation of girls and women determines, to a great extent, the level and character of their employment. UNESCO data show, however, that in most countries girls have fewer educational opportunities than boys; girls do not go as far in their studies; and homemaking studies have a much higher priority than science studies. In countries where co-education exists, girls have a much better opportunity to acquire vocational and technical training otherwise available only to boys.

Training for adult women has become increasingly important but remains a somewhat knotty problem, especially in the case of married women. In many cases, their initial training and experience occurred some years ago and has meanwhile been forgotten or has grown out of date. Now with grown families, these women could be an asset to the economic life of a country if proper training or retraining could be devised. More thought and imagination must be devoted to the planning of adult training programs.

Equality of opportunity and treatment for women has been receiving a major emphasis in the work of the ILO since the Second World War. A number of legal, administrative and educational measures have been adopted and much progress has been made.

Some countries have not yet adopted the equal pay principle; in others, the difficulty is how to measure work to determine if it is of equal value.

Conditions of work have been changing: through technological progress many kinds of work have been made easier physically but now have elements that may impose mental strain leading to nervous troubles.

The Report indicates the risk faced by women in agriculture in handling chemicals for which they have had no instruction or training.

Radiation exposure is a problem of modern times and is especially hazardous for women of child-bearing age. (Men also are exposed to many health hazards and eventually benefit by welfare provisions originally intended for women because, in time, the provisions are extended to them.)

Maternity protection schemes have become general only since the Second World War but today there are very few countries that do not have some such provision. Social security schemes and employer-financed schemes have been set up which usually guarantee employment security and a definite period of maternity leave.

Some highlights of the Report dealing specifically with working women who have family responsibilities will be presented in the next issue.

* * *

The Confederation of National Trade Unions has appointed Miss Gabrielle Hotte as Director of Education for the Western Quebec region. She will be the first woman union member on the headquarters staff.

* International Labour Conference, *Women Workers in a Changing World*, Report VI(1), Geneva, I.L.O., 1963. $1.50.

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Collective Bargaining, First Quarter, 1964

During the first quarter of 1964, collective bargaining in Canada went forward in a wide range of industries. Among the key sectors engaged in contract negotiations were the aluminum industry, meat packing, electrical products manufacturing, shipbuilding and repairs, and railway transportation.

In the course of negotiations during the first three months of the year, 28 major settlements covering more than 46,000 workers were concluded. Foremost among these settlements were new agreements applying to railway running trades.

During the quarter, five major settlements covering more than 20,000 railway workers were concluded by the **CNR** and the **CPR**. Two of the new agreements, superseding contracts that had expired at the end of December, were signed by the companies and the **Brotherhood of Railway Trainmen.** These contracts give wage increases totalling 5 per cent over a period of two years to such employees as conductors, baggagemen, brakemen, car retarder operators, yardmen and switch tenders.

The companies also signed new three-year agreements with the **Brotherhood of Locomotive Engineers** before the previous contracts expired in March and April. The new agreements give wage increases of 3½ per cent to road engineers and of 12 per cent to engineers in yard service.

Another settlement in the railway industry was negotiated by the **CNR** and the **Brotherhood of Firemen and Enginemen** before expiry of the previous agreement. Under the new contract, of three years duration, workers engaged in freight and yard service are to receive wage increases of 4 per cent; those in passenger and hostling services, a total wage increase of 6½ per cent.

Negotiations between seven railway companies* and the unions† representing close to 100,000 non-operating employees, which began in November, continued in the new year. The unions were requesting wage parity with the durable goods industries but the companies rejected wages in these industries as a standard for setting wage rates.

Conciliation services were requested, and in March a conciliation board was appointed, composed of Hon. Mr. Justice F. Craig Monroe, chairman, A. G. Cooper, nominee of the companies, and David Lewis, nominee of the unions' negotiating committee. Mr. Justice Munroe, of the Supreme Court of British Columbia, was chairman of the conciliation board that brought the same parties to agreement in 1962.

During the quarter, contract negotiations were opened in the aluminum industry when the **Metal Trades' Federation (CNTU)** began bargaining with **Canadian British Aluminum** and the **Aluminum Company of Canada** in Quebec, and the **United Steelworkers** presented bargaining proposals to the Kingston Works of the Aluminum Company of Canada in Ontario.

In the meat packing industry, the **Packinghouse Workers** submitted their proposals for new contracts to **Burns and Company, Canada Packers, Swift Canadian, Legrade Incorporated,** and **Eastern Abattoirs;** approximately 15,000 workers in this industry will be affected by these negotiations.

In the electrical products sector, the **IUE** was conducting negotiations with **Automatic Electric,** various plants of **Canadian General Electric,** with **RCA Victor** and **Tamper Limited.** Negotiations were also in progress between the **UE** and **Canadian General Electric** and **Canadian Westinghouse,** and between the **IBEW** and **Philips Electronics.** About 11,700 workers were covered by the contracts being renegotiated.

A number of major contracts applying to nearly 8,000 employees were under negotiation in the shipbuilding industry in Nova Scotia, Quebec, Ontario and British Columbia. In Nova Scotia, the **Marine Workers' Federation** opened negotiations with **Dominion Steel and Coal** (Halifax Shipyards). In Quebec, bargaining for new contracts

* Canadian National Railways; Canadian Pacific Railway Company; Toronto, Hamilton and Buffalo Railway Company; Ontario Northland Railway; Algoma Central and Hudson Bay Railway; Midland Railway Company of Manitoba; and Cumberland Railway Company (Sydney and Louisburg Division).

† Brotherhood of Maintenance of Way Employees; Brotherhood of Railway and Steamship Clerks; Division No. 4, Railway Employees' Department, AFL-CIO; Canadian National Railway System Federation No. 11; Brotherhood of Railway Carmen; Brotherhood of Railroad Signalmen; Brotherhood of Sleeping Car Porters; the Commercial Telegraphers' Union; the Order of Railroad Telegraphers; Brotherhood of Firemen and Oilers; International Association of Machinists; Boilermakers; I.B.E.W.; Plumbers; Moulders; Sheet Metal Workers; and the Canadian Brotherhood of Railway, Transport and General Workers, which withdrew from the joint negotiating committee in November but returned in January.

This review is prepared by the Collective Bargaining Section, Labour-Management Division, of the Economics and Research Branch.

went forward between the **Metal Trades' Federation (CNTU)** and **Canadian Vickers, George T. Davie and Sons, Davie Shipbuilding,** and **Marine Industries.** At Canadian Vickers, negotiations were also in progress with the **Boilermakers, Machinists, Plumbers** and **Sheet Metal Workers.** In Ontario, the **Steelworkers** and **Collingwood Shipyards** opened negotiations in March.

In the shipbuilding industry in British Columbia, about 2,000 employees of **Yarrows Limited** and **Victoria Machinery Depot** in Victoria and **Burrard Dry Dock** in North Vancouver went on strike the first week in February. The workers at these plants are represented by a number of unions*, which, through one committee, had been bargaining for a new contract since August 1963.

Initially, the unions' proposals had included wage increases amounting to 40 cents an hour over two years and three weeks vacation after five years of service. In December, members of the unions rejected the unanimous report of a conciliation board which recommended a three-year agreement that would provide for wage increases of 28 cents an hour for journeymen, 19 cents an hour for other classifications, three weeks vacation after 12 years of service instead of the current requirement of 15 years, and a company contribution of 2 cents an hour toward a welfare plan. In a government-supervised strike vote in January, the union members authorized strike action against the companies.

During the strike, a compromise recommended by the Deputy Minister of Labour of British Columbia was turned down by the unions and the companies. Another proposal subsequently made by the companies in March was rejected by the unions. At the end of March the dispute remained unresolved.

Collective Bargaining Scene

Agreements covering 500 or more employees, excluding those in the construction industry

Part I—Agreements Expiring During May, June and July

(except those concluded in April)

Company and Location	Union
Anglo-Nfld. Development, Grand Falls, Nfld.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Algoma Ore Properties, Wawa, Ont.	Steelworkers (AFL-CIO/CLC)
Algoma Steel, Sault Ste. Marie, Ont.	Steelworkers (AFL-CIO/CLC)
Canada Steamship Lines, Ont. & Que.	Seafarers (AFL-CIO)
Cdn. Celanese, Sorel, Que.	Textile Wkrs. Union (AFL-CIO/CLC)
CPR, system-wide	Locomotive Firemen & Enginemen (AFL-CIO/CLC)
Carling, Labatt's, Molson, O'Keefe & other breweries, Winnipeg, Man.	Brewery Wkrs. (AFL-CIO/CLC)
Cloak Mfrs. Assn., Toronto, Ont.	Ladies' Garment Wkrs. (AFL-CIO/CLC)
Clothing Mfrs. Assn., Farnham, Quebec & Victoriaville, Que.	Clothing Wkrs. Federation (CNTU)
Coal Operators' Assn., Alta. & B.C.	Mine Wkrs. (Ind.)
Consolidated Paper, Les Escoumins, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Consolidated Paper, Ste. Anne de Portneuf, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Courtaulds Canada, Cornwall, Ont.	Textile Wkrs. Union (AFL-CIO/CLC)
Dominion Glass, Redcliff, Alta.	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
Hamilton Cotton & Subsids., Hamilton, Dundas & Trenton, Ont.	Textile Wkrs. Union (AFL-CIO/CLC)
Ladies Cloak & Suit Mfrs. Council, Montreal, Que.	Ladies Garment Wkrs. (AFL-CIO/CLC)
Montreal Transportation Commission, Montreal, Que.	Railway, Transport & General Wkrs. (CLC)
John Murdock, St. Raymond, Que.	Bush Wkrs., Farmers' Union (Ind.)
New Brunswick Telephone	IBEW (AFL-CIO/CLC) (traffic empl.)
Saguenay Terminals, Port Alfred, Que.	Metal Trades' Federation (CNTU)
Sask. Wheat Pool (Country Elevator Div.) Sask.	Sask. Wheat Pool Empl. (CLC) (operating empl.)
Stelco (Hamilton Works), Hamilton, Ont.	Steelworkers (AFL-CIO/CLC)
Stelco (Canada Works), Hamilton, Ont.	Steelworkers (AFL-CIO/CLC)
Stelco, Montreal, Que.	Steelworkers (AFL-CIO/CLC)

* Shipyard General Workers' Federation of British Columbia, I.B.E.W., Machinists, International Operating Engineers, Painters, Pattern Makers' League of North America, Plumbers, Sheet Metal Workers, Carpenters, Asbestos Workers, Boilermakers, Structural Iron Workers, Labourers, and Moulders.

Part II—Negotiations in Progress During April

(except those concluded in April)

Bargaining

Company and Location	Union
Aluminum Co. of Canada, Arvida & other centres, Que.	Metal Trades' Federation (CNTU)
Aluminum Co. of Canada, Ile Maligne, Que.	Metal Trades' Federation (CNTU)
Aluminum Co. of Canada, Shawinigan, Que.	Metal Trades' Federation (CNTU)
Anglo-Nfld. Development, Bowater's Nfld. Pulp & Paper, Nfld. Contractors Assn., Nfld.	Carpenters (AFL-CIO/CLC) (loggers)
Associated Clothing Mfrs., Montreal, Que.	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
Assn. Patronale du Commerce, (Hardware), Quebec, Que.	Commerce & Office Empl. (CNTU)
Assn. Patronale des Mfrs. de Chaussures, Quebec, Que.	Leather & Shoe Wkrs. Federation (CNTU)
B.C. Hotels Assn., Vancouver, B.C.	Hotel Empl. (AFL-CIO/CLC)
B.C. Telephone	B.C. Telephone Wkrs. (Ind.)
Burns & Co. (Eastern), Kitchener, Ont.	Packinghouse Wkrs. (AFL-CIO/CLC)
Burns & Co. (6 plants), Western Canada	Packinghouse Wkrs. (AFL-CIO/CLC)
Canada Building Materials & others, Toronto, Ont.	Teamsters (Ind.)
Canada Packers (8 plants), Canada-wide	Packinghouse Wkrs. (AFL-CIO/CLC)
Canada Safeway, Dominion Stores, I.G.A., Loblaw's & others, B.C.	Retail Clerks (AFL-CIO/CLC)
Canada Safeway, Loblaw's, Shop Easy & others, Vancouver, Victoria, New Westminster & other centres, B.C.	
Cdn. British Aluminum, Baie Comeau, Que.	Butcher Workmen (AFL-CIO/CLC)
Cdn. Celanese, Drummondville, Que.	Metal Trades' Federation (CNTU)
CNR, Western Region	Textile Wkrs. Union (AFL-CIO/CLC)
Cdn. Vickers (Engineering Div.), Montreal, Que.	Locomotive Engineers (Ind.)
	Boilermakers (AFL-CIO/CLC), Machinists (AFL-CIO/CLC) & others
Cascapedia Mfg. & Trading, Gaspe Peninsula, Que.	Bush Wkrs., Farmers' Union (Ind.)
Celgar, Rayonier Canada & B.C. Forest Products, Watson Island, Woodfibre & Crofton, B.C.	Pulp & Paper Wkrs. of Canada (Ind.)
Cluett Peabody, Kitchener & Stratford, Ont.	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
G. T. Davie & Sons, Lauzon, Que.	Metal Trades' Federation (CNTU)
Dominion Corset, Quebec, Que.	Empl. Assn. (Ind.)
Dominion Engineering, Lachine, Que.	Machinists (AFL-CIO/CLC)
Dominion Stores, Hamilton & other centres, Ont.	Retail, Wholesale Empl. (AFL-CIO/CLC)
Domtar Newsprint, Dolbeau, Que.	Bush Wkrs., Farmers' Union (Ind.)
Domtar Pulp & Paper, (Kraft & Boxboard Div.), Windsor, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Domtar Pulp & Paper East Angus, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Eastern Canada Stevedoring, Halifax, N.S.	Railway Clerks (AFL-CIO/CLC)
E. B. Eddy, Hull, Que.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Edmonton City, Alta.	IBEW (AFL-CIO/CLC)
Edmonton City, Alta.	Public Empl. (CLC) (clerical empl.)
Edmonton City, Alta.	Public Empl. (CLC) (outside empl.)
Glove Mfrs. Assn., Loretteville, Montreal, St. Raymond & St. Tite, Que.	Clothing Workers' Federation (CNTU)
Halifax Shipyards (Dosco), Halifax & Dartmouth, N.S.	Marine Wkrs. (CLC)
Hopital Notre Dame, Montreal, Que.	Service Empl. Federation (CNTU)
Hopital Ste. Jeanne d'Arc, Montreal, Que.	Service Empl. Federation (CNTU)
Hopital Ste. Justine, Montreal, Que.	Service Empl. Federation (CNTU)
Hospitals (7), Montreal & other centres, Que.	Service Empl. Federation (CNTU)
Hotel Dieu de Montreal, Montreal, Que.	Service Empl. Federation (CNTU)
Hydro-Electric Power Commission of Ontario	Public Empl. (CLC)
Imperial Tobacco & subsidiaries, Ont. & Que.	Tobacco Wkrs. (AFL-CIO/CLC)
International Nickel, Thompson, Man.	Steelworkers (AFL-CIO/CLC)
Kelly, Douglas & Co., Vancouver & other centres B.C.	Empl. Assn. (Ind.)
Legrade Inc. & Eastern Abattoirs, Montreal & Quebec, Que.	Packinghouse Wkrs. (AFL-CIO/CLC)
Manitoba Rolling Mill, Selkirk, Man.	Steelworkers (AFL-CIO/CLC)
Manitoba Telephone	Man. Telephone Assn. (Ind.) (clerical & maintenance empl.)
Maritime Tel. & Tel., province-wide, N.S.	IBEW (AFL-CIO/CLC) (traffic empl.)
Moirs Limited & Moirs Sales, Halifax, N.S.	Teamsters (Ind.) & Bakery Wkrs. (CLC)
Montreal General Hospital, Montreal, Que.	Service Empl. Federation (CNTU)
Motor Transport Industrial Relations Bureau (car carriers), Que. & Ont.	Teamsters (Ind.)

Company and Location	Union
Ontario-Minnesota Paper, Fort Frances & Kenora Ont.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Ottawa City, Ont.	Public Empl. (CLC)
N. M. Paterson & Sons, Ont. & Que.	Seafarers (AFL-CIO)
Pacific Press, Vancouver, B.C.	Newspaper Guild (AFL-CIO/CLC)
Power Super Markets, Hamilton, Oshawa & Toronto, Ont.	Butcher Workmen (AFL-CIO/CLC)
Quebec City, Que.	Municipal & School Empl. Federation (Ind.) (inside empl.)
Quebec City, Que.	Municipal & School Empl. Federation (Ind.) (outside empl.)
Quebec Hydro-Electric Commission, Montreal & other centres, Que.	Public Empl. (CLC) (outside empl.)
RCA Victor, Montreal, Que.	IUE (AFL-CIO/CLC)
Royal Victoria Hospital, Montreal, Que.	Service Empl. Federation (CNTU)
Scott-La Salle, Longueuil, Que.	Empl. Assn. (Ind.)
Spruce Falls & Kimberly-Clark, Kapuskasing, Ont.	Papermakers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Swift Cdn. (6 plants), Canada-wide	Packinghouse Wkrs. (AFL-CIO/CLC)
Tamper Limited, Lachine, Que.	IUE (AFL-CIO/CLC)
TCA, Canada-wide	Machinists (AFL-CIO/CLC)
Toronto City, Ont.	Fire Fighters (AFL-CIO/CLC)
Toronto City, Ont.	Public Empl. (CLC) (inside empl.)
Toronto Metro., Ont.	Public Empl. (CLC) (inside empl.)
United Keno Hill Mines, Elsa, Y.T.	Mine, Mill & Smelter Wkrs. (Ind.)
University of Saskatchewan, Saskatoon, Sask.	CLC chartered-local

Conciliation Officer

Aluminum Co. of Canada, Kingston, Ont.	Steelworkers (AFL-CIO/CLC)
Auto dealers, garages (various), Vancouver, B.C.	Machinists (AFL-CIO/CLC)
Automatic Electric, Brockville, Ont.	IUE (AFL-CIO/CLC)
Bakeries (various), Greater Vancouver, B.C.	Bakery Wkrs. (CLC)
CBC, company-wide	Moving Picture Machine Operators (AFL-CIO/CLC)
Canada Steamship Lines, Ont. & Que.	Railway Clerks (AFL-CIO/CLC)
Cdn. General Electric, Cobourg & Oakville, Ont.	IUE (AFL-CIO/CLC)
Cdn. General Electric, Montreal & Quebec, Que.	IUE (AFL-CIO/CLC)
CPR, system-wide	Trainmen (AFL-CIO/CLC) (dining car staff)
Cdn. Vickers, Montreal, Que.	Metal Trades' Federation (CNTU)
Cdn. Westinghouse, Hamilton, Ont.	UE (Ind.)
Collingwood Shipyards, Collingwood, Ont.	Steelworkers (AFL-CIO/CLC)
Davie Shipbuilding, Lauzon, Que.	Metal Trades' Federation (CNTU)
Dominion Textile, Montmorency, Sherbrooke, Magog & Drummondville, Que.	Textile Federation (CNTU)
Dominion Textile, Montreal, Que.	United Textile Wkrs. (AFL-CIO/CLC)
Dupuis Freres, Montreal, Que.	Commerce & Office Empl. (CNTU)
Forest Industrial Relations, B.C. coast	Woodworkers (AFL-CIO/CLC)
Manitoba Telephone	IBEW (AFL-CIO/CLC) (traffic empl.)
Montreal Cottons, Valleyfield, Que.	United Textile Wkrs. (AFL-CIO/CLC)
Fisheries Assn. & Cold Storage Cos., B.C.	United Fishermen (Ind.) & Native Brotherhood (Ind.) (shore wkrs.)
Fisheries Assn., B.C.	United Fishermen (Ind.) (tendermen)
St. Lawrence Seaway Authority	Railway, Transport & General Wkrs. (CLC)
Toronto City, Ont.	Public Empl. (CLC) (outside empl.)
Toronto Metro., Ont.	Public Empl. (CLC) (outside empl.)

Conciliation Board

Acme, Borden's & other dairies, Toronto, Ont.	Teamsters (Ind.)
CNR, CPR & other railways	15 unions (non-operating empl.)
Consolidated Mining & Smelting, Trail, Kimberley, Riondel & Salmo, B.C.	Mine, Mill & Smelter Wkrs. (Ind.)
Hollinger Gold Mines, Timmins, Ont.	Steelworkers (AFL-CIO/CLC)
McIntyre Porcupine Mines, Schumacher, Ont.	Steelworkers (AFL-CIO/CLC)
Philips Electronics, Leaside, Ont.	IBEW (AFL-CIO/CLC)

Post-Conciliation Bargaining

Cdn. General Electric, Guelph, Peterborough, & Toronto, Ont.	UE (Ind.)

Arbitration

Assn. Patronale des Services Hospitaliers, (5 hospitals) Drummondville & other centres, Que.	Service Empl. Federation (CNTU)
Hospitals (13), Montreal and other centres, Que.	Service Empl. Federation (CNTU) (registered nurses)
Hotel Dieu St. Vallier, Chicoutimi, Que.	Service Empl. Federation (CNTU)
Quebec Natural Gas, Montreal, Que.	Chemical Wkrs. (AFL-CIO/CLC)

Work Stoppage

Company and Location	Union
Nfld. Employers' Assn., St. John's, Nfld.	Longshoremen's Protective Union (Ind.)
Smith & Stone, Georgetown, Ont.	Mine Wkrs. (Ind.)
Vancouver City, B.C.	Civic Empl. (Ind.) (outside empl.)

Part III—Settlements Reached During April 1964

(A summary of major terms on the basis of information immediately available. Figures on the number of employees covered are approximate.)

Assn. Patronale des Services Hospitaliers, Quebec, Que.—Service Empl. Federation (CNTU) (female empl.): 1-yr. agreement covering 2,000 empl.— wage increases of $4 a wk. eff. April 18, 1964 and $3 a wk. eff. Jan. 1, 1965; work wk. to be reduced from 40 to 37½ hrs.; 2 wks. vacation after 2 yrs. of service (formerly after 3 yrs.), 3 wks. vacation after 6 yrs. of service (formerly after 8 yrs.) and 4 wks. vacation after 12 yrs. of service (new provision); credits for sick leave to be cumulative up to 48 days; rates for cleaning service women on Jan. 1, 1965 to be $38 to $46 a wk.; agreement to expire April 18, 1965.

Assn. Patronale des Services Hospitaliers, Quebec, Que.—Service Empl. Federation (CNTU (male empl.): 1-yr. agreement covering 1,000 empl.—settlement pay of $5 a wk. from July 1963; wage increases of $5 to $7 a wk. eff. April 18, 1964; work wk. to be reduced from 40 to 37½ hrs.; 2 wks. vacation after 2 yrs. of service (formerly after 3 yrs.), 3 wks. vacation after 6 yrs. of service (formerly after 8 yrs.), and 4 wks. vacation after 12 yrs. of service (new provision); credits for sick leave to be cumulative up to 48 days; rates for labourer $55 to $67 a wk.; agreement to expire April 18, 1965.

Burrard Dry Dock, Vancouver, Victoria Machinery Depot & Yarrows Ltd., Victoria, B.C.—various unions: 3-yr. agreement covering 2,000 empl.—settlement pay of $51.90; wage increases of 15¢ an hr. eff. April 23, 1964, 10¢ an hr. eff. Jan. 1, 1965 and 15¢ an hr. eff. Oct. 15, 1965 for journeymen; wage increases of 10¢ an hr. eff. April 23, 1964, 10¢ an hr. eff. Jan. 1, 1965 and 10¢ an hr. eff. Oct. 15, 1965; 3 wks. vacation after 10 yrs. of service (formerly after 15 yrs.); provision for contributory weekly sickness and accident plan; rate for boilermaker on Oct. 15, 1965 will be $3.10 an hr.; agreement to expire Oct. 14, 1966.

Crane Limited, Montreal, Que.—Steelworkers (AFL-CIO/CLC): 3-yr. agreement covering 650 empl.—wage increases of 6¢ an hr. eff. Nov. 1, 1964, 6¢ an hr. eff. Nov. 5, 1965 and 6¢ an hr. eff. Nov. 1, 1966; provision for 2 wks. vacation after 3 yrs. of service and 3 wks. vacation after 15 yrs. of service maintained; new provision for 4 wks. vacation after 20 yrs. of service; rate for labourer on Nov. 1, 1966 will be $1.98 an hr.; agreement to expire Jan. 1, 1967.

Cyanamid of Canada (Welland Plant), Niagara Falls, Ont.—Chemical Wkrs. (AFL-CIO/CLC): 2-yr. agreement covering 530 empl.—settlement pay of $35; wage increases of slightly less than 6¢ an hr. eff. April 5, 1964 and 6¢ an hr. eff. Nov. 15, 1964; rate for sweeper on Nov. 15, 1964 will be $2.14 an hr.; agreement to expire Nov. 15, 1965.

Dominion Steel & Coal, Montreal, Que.—Steelworkers (AFL-CIO CLC): 3-yr. agreement covering 1,000 empl.—settlement pay of 4¢ an hr. from Aug. 6, 1963 to April 4, 1964; wage increases of 4¢ an hr. eff. April 5, 1964, 4¢ an hr. eff. Aug. 1, 1964 and 6¢ an. hr. eff. July 1, 1965; cost of improvements in pension and sickness insurance plans to be 6.5¢ an hr.; rate for labourer on July 1, 1965 will be $1.95 an hr.; agreement to expire Aug. 6, 1966.

Dominion Stores, Toronto & other centres, Ont.—Retail, Wholesale Empl. (AFL-CIO/CLC): terms of settlement not immediately available.

Gaspesia Woods Contractors, Chandler, Que.—Bush Wkrs., Farmers' Union (Ind.): 2-yr. agreement covering 900 empl.—wage increases of 18.9¢ a cord eff. May 1964 and 9¢ a cord eff. May 1965; vacation pay to be 3% of gross pay after 60 days (formerly 2½% after 75 days); rate for labourer $11 a day; agreement to expire May 1966.

Lever Bros., Toronto, Ont.—Chemical Wkrs. (AFL-CIO/CLC): 2-yr. agreement covering 500 empl.—wage increases of 4¢ to 6¢ an hr. eff. March 15, 1964, 4¢ an hr. eff. July 1, 1964, 4¢ to 6¢ an hr. eff. March 15, 1965 and 4¢ to 6¢ an hr. eff. Sept. 15, 1965; employer to pay premiums for comprehensive and major medical plan, and employees to pay premiums for hospital insurance (employer paid 90% of premiums for hospital and medical insurance previously); company-paid income continuance plan for permanent non-compensable disability adopted to provide 60% of income until retirement; rate for labourer on Sept. 15, 1965 will be $2.23½ an hr.; agreement to expire March 15, 1966.

MacMillan, Bloedel & Powell River, Crown Zellerbach of Canada & Elk Falls Company, B.C. Coast Papermakers (AFL-CIO CLC): 1-yr. agreement covering 700 empl.—general wage increase of 5%; evening and night shift premiums increased to 12¢ and 15¢ respectively (formerly 10¢ and 13¢); additional classification adjustments; special adjustment of 5¢ an hr. for journeymen-mechanics; provision for jury duty pay and funeral leave; provision for a job evaluation plan and an apprenticeship training program; rate for washroom and basement cleaner $2.29 an hr.; agreement to expire June 30, 1965.

MacMillan, Bloedel & Powell River, Crown Zellerbach of Canada, Canadian Forest Products, Elk Falls Company & Rayonier Canada, B.C. Coast—Pulp & Paper Mill Wkrs. (AFL-CIO/CLC): 1-yr. agreement covering 4,500 empl.—general wage increase of 5%; additional classification adjustments; adjustment of 5¢ an hr. for journeymen-mechanics; evening and night shift premiums increased to 12¢ and 15¢ respectively (formerly 10¢ and 13¢); provision for jury duty pay and funeral leave; provision for a job evaluation plan and an apprenticeship training program; rate for labourer $2.09 an hr.; agreement to expire June 30, 1965.

Marine Industries, Sorel, Que.—Metal Trades' Federation (CNTU): 3-yr. agreement covering 1,790 empl.—wage increases of 6¢ an hr. eff. Jan. 1, 1964, 5¢ an hr. eff. May 1, 1964, 5¢ an hr. eff. May 1, 1965 and 8¢ an hr. eff. Jan. 1, 1966; additional classification adjustments; company contributions toward pension plan to be increased by 4¢ an hr. eff. Jan. 1, 1965 and

by 4¢ an hr. eff. Jan. 1, 1966; additional company contribution of 1¢ an hr. toward sickness insurance plan; 2 weeks plus 1 to 4 days vacation after 6 to 9 yrs of service; rate for labourer on Jan. 1, 1966 will be $2.06 an hr.; agreement to expire Dec. 31, 1966.

MIRAMICHI RIVER PORTS SHIPPERS, N.B.—MIRAMICHI TRADES & LABOUR (IND.): 1-yr. agreement covering 520 empl.—general wage increase of 15¢ an hr. for empl. loading pitwood, pulpwood and long lumber; wage increase of 10¢ an hr. for empl. handling general cargo and bulk cargo; night shift differential increased by 5¢ an hr.; rate for longshoreman $1.80 an hr.; agreement to expire Dec. 31, 1964.

NORTHERN ELECTRIC, LONDON, ONT.—EMPL. ASSN. (IND.): 2-yr. agreement covering 1,200 empl.—general wage increases of 6¢ an hr. retroactive to Feb. 1964 and 6¢ an hr. eff. Feb. 1965; additional wage adjustments of 1¢ an hr. retroactive to Feb. 1964 and 1¢ an hr. eff. Feb. 1965 for skilled production empl.; additional wage adjustments of 2¢ an hr. eff. Feb. 1964 and 2¢ an hr. eff. Feb. 1965 for skilled trades; rates for labourer in Feb. 1965 will be $1.81 to $1.89 an hr.; agreement to expire Feb. 25, 1966.

OTTAWA TRANSPORTATION COMMISSION, OTTAWA, ONT.—STREET RAILWAY EMPL. (AFL-CIO/CLC): 2-yr. agreement covering 550 empl.—wage increases of 6¢ an hr. retroactive to Jan. 1, 1964, 6¢ an hr. eff. Sept. 1, 1964 and 6¢ an hr. eff. May 1, 1965; Boxing Day to be ninth paid holiday; 4 wks. vacation after 23 yrs. of service (formerly after 25 yrs.); rate for building maintenance staff to be $2.02½ an hr. and for operators $2.25 an hr. on May 1, 1965; agreement to expire Dec. 31, 1965.

REGINA GENERAL HOSPITAL, REGINA, SASK.—PUBLIC EMPL. (CLC): 2-yr. agreement covering 700 empl.—wage increases of 3½% in 1964 and 3% in 1965; 4 wks. vacation after 20 yrs. of service (formerly after 25 yrs.); rates for hospital maid to range from $176 to $220 a mo.; agreement to expire Dec. 31, 1965.

VANCOUVER CITY, B.C.—PUBLIC EMPL. (CLC) (INSIDE EMPL.): 1-yr. agreement covering 1,200 empl.—general wage increase of 3%; salary for clerk-typist $221 a mo.; agreement to expire Dec. 31, 1964.

VANCOUVER POLICE COMMISSIONERS BOARD, VANCOUVER, B.C.—B.C. PEACE OFFICERS (CLC): 1-yr. agreement covering 740 empl.—general wage increase of 3%; salary for probationary constable $389 a mo.; agreement to expire Feb. 28, 1965.

WINNIPEG METRO, MAN.—PUBLIC EMPL. (CLC): 2-yr. agreement covering 500 empl.—wage increase of 5% to 5½%; night shift differential increased to 10¢ an hr. from 8¢ an hr.; 3 wks. vacation after 8 yrs. of service (formerly after 10 yrs.); 4 wks. vacation after 25 or more yrs. of service (formerly 4 wks. in 25th yr. and 30th yr.); rate for labourer $73.91 a wk.; agreement to expire June 26, 1965.

WINNIPEG METRO (TRANSIT DEPT.), MAN.—STREET RAILWAY EMPL. (AFL-CIO/CLC): 27-mo. agreement covering 950 empl.—wage increases of 6¢ an hr. retroactive to Sept. 22, 1963, 6¢ an hr. eff. June 28, 1964 and 5¢ an hr. eff. March 21, 1965; new contributory group insurance plan to be adopted July 1, 1964; rate for janitor on March 21, 1965 to be $1.79 an hr.; agreement to expire Dec. 25, 1965.

CCA Lauds Government Measures to Encourage Training, Winter Work

Government measures to solve two problems in the construction field, the need for skilled workers, and seasonal unemployment, were lauded last month by the President of the Canadian Construction Association, Donald H. Jupp, O.B.E., during a tour of Western Canada.

Speaking in Port Arthur, Mr. Jupp said, "Within the construction industry, the experience of the past decade or so in particular has proved that a combination of new techniques, incentives and publicity can do a great deal to increase the volume of winter operations."

Pointing out that the past winter had seen "the largest wintertime housebuilding program in Canada on record," Mr. Jupp said "the experience demonstrated dramatically the effectiveness of incentives in influencing decisions to go ahead with wintertime building operations."

At the same time Mr. Jupp urged that the incentives offered by the federal Government to public bodies to encourage winter work be extended to private buyers of construction services. "The offering of a $500 bonus for winter-built houses was welcomed as a most important precedent in this field," he said.

To meet the need for skilled and experienced workers in the construction industry, Mr. Jupp called for the expansion to all construction trades of the series of National Trade Standards.

In an address in Dawson Creek, B.C., he said: "Governments at all levels have been active in promoting apprenticeship training in the construction trades. The industry is most appreciative of this fact and believes that the string of new technical schools built recently across the nation will help greatly in producing the skilled workmen that Canada needs and will continue to need as the country progresses and prospers."

But, he added, "The CCA has come to the conclusion that the effective promotion of apprenticeship training in the construction industry requires a system of compulsory tradesmen qualifications."

90160—4

TEAMWORK in INDUSTRY

Unemployment problems in Collingwood, Ont., are "getting both barrels" these days. Management of Collingwood Shipyards and union representatives of the firm's 900 employees are jointly determined to eliminate the slack periods that put ship finishers on the lists of unemployed for as long as nine months out of every year.

Employees engaged in the steel trades can expect to work for 10 months on the basic construction of a new ship. But the "finishers"—the electricians, joiners, sheet metal workers, pipefitters and plumbers—who swarm on to a vessel after the launching to complete the work generally have it ready to sail in three months. When that period ends, they are forced to seek employment elsewhere, and their search may take them right out of the Collingwood area altogether. Every year the shipyards thus face the prospect of losing these employees—and the skill and experience that they bring to the job.

"Company and union alike have decided to end 'the feast or famine' situation that has afflicted us for so long," says personnel manager Gordon Braniff. The immediate goal of the shipyards' Labour-Management Production Committee is to help give the finishers a second trade—in layout, welding, burners, steel erecting and assembling, for example. This will enable them to swing over to other work in the slack period that follows the end of each ship-finishing job.

To achieve their goal, union and management personnel are striving for fuller use of the new million-dollar vocational wing of the Collingwood Collegiate Institute. They are also collaborating with the Ontario Department of Education to set up a Mayor's Committee whose membership will comprise representatives from industry, unions, the community welfare committee and the National Employment Service local office.

Shipyard management at the same time is exploring the possibilities of diversification—the introduction of new lines of products—and communication between company and union is being maintained at a peak in order to keep personnel fully informed on progress and developments. John Bonwick, president of Steelworkers Local 6320, reports that union members of the shipyards' Labour-Management Production Committee are keeping the Local's membership fully briefed on all parleys between company and employee spokesmen.

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"Happy Family" may sound like too rosy a title for a miscellaneous assortment of union and management people, but it happens to be the way members of a City of Edmonton labour-management committee refer to their organization. The Labour-Management Production Committee serves the city's electrical distribution system. Superintendent Cecil Monaghan recently confirmed the story.

"It happened a number of years ago," he explained. "One of our members dubbed the committee 'Happy Family'. The name caught on and is more familiar to our 80 employees than any other method of describing the committee."

Ask him how the "happy family" relationship was born, and Mr. Monaghan will tell you that it developed out of a regular association between employer and employee in the system's labour-management meetings. Speaking for management, Mr. Monaghan reports that the committee's eight meetings a year give management "almost its only opportunity to sit at the same meeting table with employees representing all segments of the operation."

Employees are members of Local B-1007, International Brotherhood of Electrical Workers (AFL-CIO/CLC) and Local 52, Civic Service Union (CLC). Local presidents are John Heck and Alec Josey, respectively.

* * *

Labour-management dinner meetings have "a very good impact on relations," asserts Reg Facey, retail sales manager of Union Milk Company Limited in Calgary, Alta.

Mr. Facey ought to know. The firm's Labour-Management Production Committee, of which he is a member, has just held its third annual "wind-up dinner." Wives (or husbands) of committee members were invited. Both company and union officials want to see the event continued.

Labour representatives serving on the LMPC are members of Teamsters' Local 987, whose chairman is Bob Perdue.

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for three days during March. The Board issued six certificates designating bargaining agents, ordered one representation vote, rejected three applications for certification, granted one application for revocation of certification and granted one request for review under Section 61(2) of the Act. During the month the Board received nine applications for certification and one application for revocation of certification, and allowed the withdrawal of two applications for certification.

Applications for Certification Granted

1. National Syndicate of the Employees of Robin Hood Flour Mills Ltd. (CNTU), on behalf of a unit of employees of Robin Hood Flour Mills Limited, Montreal, (L.G., Apr., p. 286). The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees had intervened.

2. National Union of Operating Engineers of Canada, Local 14850, District 50, United Mine Workers of America, on behalf of a unit of firemen employed by Robin Hood Flour Mills Limited, Montreal (L.G., Apr., p. 286). The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees had intervened.

3. International Association of Machinists, on behalf of a unit of fueling and maintenance personnel employed by Consolidated Aviation Fueling of Toronto Limited, Malton, Ont. (L.G., Mar., p. 214).

4. National Association of Broadcast Employees and Technicians, on behalf of a unit of employees of Central Ontario Television Limited employed at CKCO-TV and CKKW, Kitchener, Ont. (L.G., Apr., p. 288).

5. General Truck Drivers Union, Local 938, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers and mechanics employed in Metropolitan Toronto by A & H Express Lines Ltd., Sarnia, Ont. (L.G., Apr., p. 288).

6. International Brotherhood of Pulp, Sulphite and Paper Mill Workers, Baie Comeau Elevator and Dock Workers Local Union No. 977, on behalf of a unit of grain handlers employed by Cargill Grain Company Limited, Baie Comeau, Que. (L.G., Apr., p. 288).

Representation Vote Ordered

General Truck Drivers and Helpers Union, Local 31 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Tourists Services Ltd., Whitehorse, Y.T., respondent (L.G., Mar., p. 214) (Returning Officer G. R. Currie).

Applications for Certification Rejected

1. National Syndicate of Air Transport Employees of Quebec (CNTU), applicant, Quebecair Inc., Rimouski, Que., respondent (traffic, maintenance and operations departments) and the International Association of Machinists, intervener. (L.G., Mar., p. 213). The application was rejected for the reason that it was not supported by a majority of employees affected in the representation vote conducted by the Board.

2. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, applicant, Robin Hood Flour Mills Limited, Montreal, Que., respondent, National Syndicate of the Employees of Robin Hood Flour Mills Ltd. (CNTU), intervener, and the National Union of Operating Engineers of Canada, Local 14850, District 50, United Mine Workers of America, intervener (L.G., Apr., p. 287). The application was rejected for the reason that it was not supported by a majority of employees affected in the representation vote conducted by the Board.

3. National Syndicate of Air Transport Employees of Quebec (CNTU), applicant, Quebecair Inc., Rimouski, Que., respondent (stewardesses and flight agents) and the International Association of Machinists, intervener (L.G., Mar., p. 213). The application was rejected for the reason that it was not supported by a majority of employees affected in the representation vote conducted by the Board.

Application for Revocation Granted

Albert G. Chayer, and Jos. Beaucage, applicants, Seafarers' International Union of North America, Canadian District, respondent, and National Harbours Board, Montreal, Que., respondent (L.G., Apr., p. 288).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

90160—4½

Request for Review Granted

The Board granted the request for review made by the National Association of Broadcast Employees and Technicians affecting employees in the Broadcasting Division of the Canadian Marconi Company, Montreal, and an amending certificate was issued (CFCF and CFCF-TV) (L.G., Apr., p. 288).

Applications for Certification Received

1. National Syndicate of Employees of Aluminium of Baie Comeau, on behalf of a unit of longshoremen employed by Canadian British Aluminium Company Limited, Baie Comeau, Que. (Investigating Officer: R. L. Fournier).

2. General Truck Drivers' Union, Local 879, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Cronkwright Transport Limited, Simcoe, Ont. (Investigating Officer: A. B. Whitfield).

3. International Association of Machinists on behalf of a unit of employees of Allied Building Service Limited, Montreal, employed at the Toronto International Airport (Investigating Officer: A. B. Whitfield).

4. International Brotherhood of Electrical Workers, Local 213, on behalf of a unit of employees of the National Harbours Board, Vancouver (Investigating Officer: D. S. Tysoe).

5. The Brotherhood of Locomotive Firemen and Enginemen, on behalf of a unit of locomotive engineers employed by the New York Central Railroad Company, as Lessee of the Michigan Central Railroad and Sub-lessee of the Canadian Southern Railway, St. Thomas, Ont. (Investigating Officer: A. B. Whitfield).

6. Teamsters, Chauffeurs, Warehousemen and Helpers, Local Union 91; General Truck Drivers Local 938; Transport Drivers, Warehousemen and Helpers Local 106; of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of

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Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for controlling applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents; the writing of provisions—for incorporation into collective agreements—that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the province of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

America on behalf of a unit of drivers, dockmen, mechanics and maintenance men employed by Taggart Service Limited, Ottawa, Ont. (Investigating Officers: G. A. Lane and G. E. Plant).

7. International Union of Operating Engineers, Local 882, on behalf of a unit of employees of the National Harbours Board, Vancouver (Investigating Officer: D. S. Tysoe).

8. General Truck Drivers and Helpers Union, Local 31, and General Teamsters Union Local 181, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Van Kam Freightways Ltd., Vancouver (Investigating Officer: G. H. Purvis).

9. General Truck Drivers and Helpers Union, Local 31, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Reid's Moving and Storage Co. Ltd., Vancouver. (Investigating Officer: G. H. Purvis).

Application for Revocation Received

Board of Employees of John Kron & Son Limited, applicant, John Kron & Son Limited, Winnipeg, Man., respondent, and General Drivers, Warehousemen and Helpers, Local 979, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, respondent. The application was for the revocation of the certification issued by the Board on November 8, 1957 to the respondent union in respect of a unit of drivers and loaders employed by the company at its Winnipeg Terminal (L.G. 1958, p. 65).

Applications for Certification Withdrawn

1. The National Syndicate of the Employees of the Trucking Industry Saguenay Lake St. John Inc., Tremblay Express Section, applicant, and Tremblay Express Limited, Jonquiere, Que., respondent (L.G., Apr., p. 288).

2. General Drivers, Warehousemen and Helpers Local Union No. 979 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, Empire Freightways (Midland Superior) Limited, Winnipeg, Man., respondent and Canadian Brotherhood of Railway, Transport and General Workers, intervener (L.G., Apr., p. 288).

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During March, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Radio Saguenay Limitee (CKRS-CKRS-TV) and National Association of Broadcast Employees and Technicians (Conciliation Officer: C. E. Poirier).

2. North-American Elevators Limited, Sorel, and Syndicat Catholique et National des Debardeurs de Sorel Inc. (maintenance employees). (Conciliation Officer: C. E. Poirier).

3. Piette Transport Inc., Joliette, Que., and Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: C. E. Poirier).

4. Maple Leaf Broadcasting Company Limited (Radio Station CHML, Hamilton) and National Association of Broadcast Employees and Technicians (Conciliation Officer: T. B. McRae).

5. J. C. Malone and Company (1959) Limited and Three Rivers Shipping Company Limited, Three Rivers, Que., and Local 1846 of the International Longshoremen's Association (Conciliation Officer: C. E. Poirier).

6. Canadian Pacific Railway Company (British Columbia Coast Steamship Service) and Seafarers' International Union of Canada (Conciliation Officer: G. R. Currie).

7. Canadian Arsenals Limited (Small Arms Division) Long Branch, Ont., and Canadian Guards Association (Conciliation Officer: T. B. McRae).

Settlements by Conciliation Officers

1. Central Mortgage and Housing Corporation and Region 76, District 50, United Mine Workers of America (Conciliation Officer: C. E. Poirier) (L.G., April, p. 289).

2. Cubana Airlines Limited, Montreal, and Canadian Air Line Dispatchers Association (Conciliation Officer: C. E. Poirier) (L.G., April, p. 289).

3. Hector Broadcasting Co. Ltd. (Radio Station CKEC), New Glasgow, N.S., and Cape Breton Projectionists Union, Local 848 of the International Alliance of

Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada (Conciliation Officer: D. T. Cochrane) (L.G., March, p. 215).

4. B.C. Air Lines Limited (Maintenance Department), Vancouver, and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: D. S. Tysoe) (L.G., March, p. 215).

5. National Harbours Board (Port Colborne Grain Elevator) and Local 1015 of the International Union of Mine, Mill and Smelter Workers (Conciliation Officer: T. B. McRae) (L.G., March, p. 215).

Conciliation Boards Fully Constituted

1. The Board of Conciliation and Investigation established in February to deal with a dispute between the Negotiating Committee representing the Associated Non-Operating Unions, and the Canadian National Railways; Canadian Pacific Railway Company; Toronto, Hamilton and Buffalo Railway; Ontario Northland Railway; Algoma Central and Hudson Bay Railway Company; The Midland Railway Company of Manitoba, and The Cumberland Railway Company (Sydney and Louisburg Division) (L.G., April, p. 289) was fully constituted in March with the appointment of Hon. Mr. Justice F. Craig Munroe of Vancouver as Chairman. Mr. Justice Munroe was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, A. G. Cooper, Q.C., of Halifax, and David Lewis, Q.C., of Toronto, who were previously appointed on the nomination of the companies and unions, respectively.

2. The Board of Conciliation and Investigation established in February to deal with a dispute between the Newfoundland Employers Association Limited, St. John's, Nfld., and The Longshoremen's Protective Union (L.G., April, p. 289) was fully constituted in March with the appointment of Prof. Parzival Copes of St. John's, Nfld., as Chairman. Prof. Copes was appointed by the Minister on the joint recommendation of the other two members of the Board, F. J. Elliott of Boston, Mass., and Lawrence Dobbin of St. John's, who were previously appointed on the nomination of the Association and Union, respectively.

Conciliation Board Report Received

Newfoundland Employers Association Limited, St. John's, Nfld., and The Longshoremen's Protective Union (see above).

Report of Board in Dispute between

Newfoundland Employers' Association Limited

and

Longshoremen's Protective Union

The Chairman of the Board was appointed on March 3, 1964. The Board met the same day to consider the matter placed before it and met again on March 5 to be sworn in and to discuss material received concerning the dispute.

During the period March 6-14, the Board met five times with representatives of the Employers and, separately, five times with representatives of the Employers, also, separately, five times with representatives of the Union. On the final day of this period, a meeting was held at which representatives of both parties were present.

The representatives of the Newfoundland Employers' Association (NEA) were:

R. M. Clancy, Managing Director, Blue Peter Steamships Ltd.

A. H. Crosbie, Manager of Terminal Operations, Furness Withy Co. Ltd.

James Hutcheson, General Manager, Clarke Steamship Co. Ltd.

H. J. Murphy, Terminals Manager, Clarke Steamship Co. Ltd.

D. C. Hunt, Counsel.

The representatives of the Longshoremen's Protective Union (LSPU) were:

Norman Donovan, Vice-President and Acting President

John Power, Financial Secretary

Wilfred Atkinson, Acting Recording Secretary

Peter Whitten, Business Agent.

During March, the Minister of Labour received the unanimous Report of the Board of Conciliation and Investigation established to deal with a dispute between the Newfoundland Employers' Association Limited, St. John's, Nfld., and The Longshoremen's Protective Union.

The Board was under the Chairmanship of Prof. Parzival Copes of St. John's. He was appointed by the Minister on the joint recommendation of the other two members, F. J. Elliott of Boston, Mass., and Lawrence Dobbin of St. John's, nominees of the Association and Union, respectively. The report is reproduced here.

At the initial meeting with the Union representatives, the LSPU objected to F. J. Elliott's membership on the Board, referring to Section 28(8) of the Industrial Relations and Disputes Investigation Act. The Union contended that Mr. Elliott had a pecuniary interest in the matters referred to the Board, insofar as he was President of the Elliott Stevedoring Co. Inc. of Boston, which carried on business with Blue Peter Steamships Ltd., while the latter company was a member of the Newfoundland Employers' Association.

The Chairman of the Board referred to Section 28(7) of the Act, pointing out that the Board must be presumed to have been duly established and ruling that the Board would proceed forthwith with the matters laid before it. The Union was given the assurance, however, that its protest would be communicated to the Department of Labour for any consideration deemed appropriate. Subsequently, it was established that W. J. Gillies of the St. John's office of the Department of Labour had already communicated the Union's objection to the Department's Director of Industrial Relations. Later communications by the Director to the parties concerned confirmed Mr. Elliott's eligibility to sit as member of the Board.

Conduct of Negotiations

The background to the dispute and the stage of negotiations reached at the time of the appointment of the Board are well described in the Report of the Conciliation Officer, H. R. Pettigrove, dated February 6, 1964. One note should perhaps be added. During meetings with Union representatives, the Board was given to understand that the Union Negotiating Committee, which agreed to recommend acceptance of the Employers' proposals submitted on January 30, did so without enthusiasm. It reported that the sentiment of the LSPU membership was overwhelmingly against acceptance of these proposals.

Both parties were evidently anxious to secure a long-term working agreement that would set a new pattern. Both appeared to be thinking in terms of an initial three-year duration for the new agreement. Many changes from the old agreement were proposed by each side, some of them of great importance in their potential effect.

Changes proposed by the NEA were designed to reduce the cost per ton of freight handled by more efficient use of manpower—confirming a reduced gang size, increasing the sling load, abolishing "restrictive practices," and introducing new equipment and methods (in particular, introducing a "side-port" vessel). Most important was the Employers' desire to see a reduction of the longshore labour force to a smaller number of men that could be offered substantially full-time employment. In return, the Employers were prepared to offer some increase in wages (an increase of four cents per hour three times in successive years) and a doubling of their contribution (from 16 cents to 32 cents an hour) to the Union Welfare Fund, with all of the increase going towards pensions that would allow an accelerated retirement of longshoremen.

The concern of the LSPU was centered on maintaining as large a number of hours of work for its membership as possible. While conceding the inevitability of modernization and mechanization in the industry, the Union was desirous of slowing the pace of change so that the rate of reduction in the number of hours of work available would not outrun too rapidly the rate of decline (through attrition) in the labour force.

To assist in the process of reducing the labour force, the Union had closed its books to new members since 1954 (except for a few new members allowed to join in 1957).

The Union strenuously opposed the introduction of a side-port vessel, which would require far less labour to unload than a conventional vessel. The Union's desire to maintain many "restrictive practices" was evidently also a matter of resisting labour-saving changes in work methods, though it was partly a question of maintaining safeguards against possible discriminatory practices by work supervisors.

Another crucial concern of the Union was to spead the available work as evenly as possible among all Union members who wished to make longshoring their main vocation. To this end, the Union sought the introduction of a port-wide gang rotation system. As a measure of security, the Union wished to control the rotation system through a Union dispatch office.

From the outset, the Board concentrated on trying to bring the parties together on the three major areas of disagreement, viz.:

1. The introduction of side-port vessels (proposed by the Employers).
2. The insertion of "flexibility of operations" clauses in the working agreement that would substantially eliminate restrictive practices (proposed by the Employers).
3. The introduction of port-wide gang rotation (proposed by the Union).

In respect of the side-port vessel issue, both sides commenced with an inflexible attitude. One of the members of the NEA, viz., Clarke Steamship Co., was planning to introduce a side-port vessel on its

Montreal-St. John's service with the beginning of the shipping season in 1965. The vessel intended for the service is under construction. Another side-port vessel of the company that was initially intended for this service had been put on the Great Lakes instead, because of the LSPU's objection to its introduction. The company reported that it was now operating the Montreal-St. John's service at a loss (see Exhibit E-1, p. 5 of original report) and had to cut costs and increase freight volume to be able to maintain the service. To this end, it insisted that a side-port vessel had to be introduced in 1965. The side-port vessel would be supplemented by one, or possibly two, conventional vessels on the same service. There was a prospect also of an additional side-port vessel, but this would not be introduced before 1967.

The Union representatives reported to the Board that a membership meeting had declared the introduction of a side-port vessel unacceptable and that it could not negotiate the issue unless this decision were reversed. A meeting was called by the LSPU on March 11 to place the matter once more before the membership, but the decision remained unchanged. The deadlock was partially resolved the next day when the Employers offered to negotiate separate agreements for conventional vessels and side-port vessels. This would allow the immediate conclusion of an agreement to cover current operations on the waterfront, leaving further time to negotiate on the issue of the side-port vessel, which was not to be introduced until 1965 in any case.

The "flexibility of operations" and other clauses concerned with the restrictive practices that were proposed by the Employers, are shown in Exhibit E-2 and listed in Addendum "A" to that exhibit. The Board pressed the Union to indicate the maximum extent to which it would go in meeting the demands of the Employers in this respect if the Union obtained concessions on other issues. The Union's summary of the NEA proposals and its own counter concessions are shown in Exhibits U-4 and U-5 respectively. While a substantial gap remained between the positions of the two parties, the Board had hopes that it might be closed if agreement were reached on other major questions.

The issue on which negotiations finally foundered was that of gang rotation and the size and composition of the longshore labour force. The Employers wanted to limit the longshore labour force to those men who had earned $1,250 or more at longshoring during 1963. According to their records, this would involve 373 men out of a total of 842 who had some earnings at longshoring (Exhibit E-3). The Employers felt that men earning less than that amount could not be considered as regular longshoremen, though they might serve as stand-ins to replace absentees on regular gangs.

The Union countered that the low earnings of some longshoremen were a result of discrimination inherent in the current system of hiring gangs—the "shape-up" in which company-appointed foremen personally selected their gangs for each operation. The Union brought out a list of 524 members who had registered their desire to share in the longshore work available. The Union allowed that a few men absent through illness might still be added to this list. In comparing the list with company records, it was found that it included 54 foremen and checkers (who are not included in the gang work force proper), so that the Union list in effect proposed 470 men to be part of the longshore labour force as against 373 proposed by the Employers. (According to an NEA check, the Union list contained the names of 136 men earning less than $1,250 in 1963 but omitted names of 30 men earning that amount or more.)

The Union was quite adamant in insisting that all its members who had registered for the purpose should be included in the longshore labour force. In fact, the Union was determined to go further in insisting that all these men should be given an approximately equal share of the available work. To this end, the Union proposed that the men be divided into gangs of fixed membership (the size of 21 men to a gang was agreed upon with the Employers) and that a port-wide rotation of these gangs should take place.

The Employers maintained that the Union-propsed system would lead to gross inefficiency. Sharing the work equally among such a large number of men, they believed, would mean that no man would have an adequate income, and that good men would not be prepared to remain longshoremen under these conditions. They also opposed port-wide rotation, though they agreed to a "parent gang" system, which would allow for rotation of gangs on individual premises or groups of premises. This would allow each major employer or group of employers to work with a labour force accustomed to the peculiarities of operations on their respective premises. The principal employers—Furness Withy and Clarke/CSL—agreed each to accommodate seven gangs of 21 men. The remaining gangs (employed principally by CNR and Harvey's) would be rotated in one group.

The Board wished to achieve a compromise on this question, suggesting that rotation might be maintained within three groups, rather than port-wide, but that the total number of gangs should be allocated in proportion to the amount of work offered by each group and that a periodic review should be made to re-allocate gangs to maintain balance. In respect of the total number of men (and therefore of gangs), the Board felt that the positions of the two parties in practice would be found to be much closer together than might at first appear to be the case.

Although the Union insisted that it could never agree to splitting its members between those who would be admitted to the gangs and those who would not, it did concede that among the 524 who registered (470 after subtracting foremen and checkers), there could be several who put down their names as a matter of "insurance," but who would probably not turn out for work regularly. The Union was agreeable to the proposition that men who were frequently absent (except through illness or for compassionate reasons) should be dropped from the regular gangs, but should be allowed to function as "floaters" to fill in for temporary absentees on the gangs.

The question of how many gangs could be made up was discussed at length. The Union mentioned a total of 18 gangs having been employed at a period of peak activity in the summer of 1963. The gang size then was 26, so that at the new gang size of 21, at least 22 gangs could be put together. This corresponded closely to the Union's figure of 470 men being available. The Employers resisted so large a number of gangs, and were considering a maximum to be 18 gangs (seven for Furness Withy, seven for Clark/CSL and four for the remaining operations). At 21 men to a gang, this would come close to the 373 men considered acceptable as longshoremen by the Employers.

The Employers compained that as it was, it sometimes happened that not enough men could be found readily available for the work at hand. The Union contended that this happened only with the smaller ships when larger ships were about to be discharged at the same time. Men would avoid being mustered for gangs that would have a short job unloading a small ship, for fear of losing out on a gang that would have a longer job unloading a large ship. A gang rotation system would eliminate this.

The Board felt that the question of the number of gangs would take care of itself within a reasonably short period of time—allowing the Union's initial number of 22 gangs to be cut back to the Employers' number of 18 through retirement and other normal attrition. The bolstering of the Union pension fund that would result from the increased contributions offered by the Employers should allow for the retirement of 32 longshoremen who would be 65 or older within the coming year (Exhibit U-6). Weeding out of "non-reporters' from the gangs after they were in operation for a while, would undoubtedly reduce the numbers further.

The question of the pension fund was discussed at length. The parties both agreed that a major share of any increased payments made by the Employers should go to the pension fund rather than to wages. The Employers, in their offer of January 30, agreed to an extra 16 cents a man-hour to be devoted to pensions. They estimated that this would amount to a total of $312,000 for a three-year period—or $104,000 a year. According to data supplied by the Employers, however, the number of man-hours worked during 1963 (excluding salt and coal operations not coming under the working agreement being negotiated) was 541,886, which at 16 cents an hour, would amount to about $86,700 a year.

The total amount of work available has been steadily declining in recent years (Exhibit E-5), and the Employers expect a considerable decrease in the number of hours worked with the introduction in 1964 of a 21-man gang (instead of a 26-man gang), and elimination of some restrictive practices. Therefore, it seems highly likely that the man-hour total will be markedly lower than in 1963, so that the total additional contributions of the pension fund would probably be in a range of $60,000-$75,000 a year. Even this amount, however, could allow for very worthwhile pensions for the presently active longshoremen who will be 65 or older in 1964.

Negotiations finally foundered on the question of gang rotation and composition. The Union insisted on port-wide rotation, while the companies were prepared to consider only rotation separately on three groups of premises. The Union also insisted that all its members who had registered for the purpose should be allocated to gangs, whereas the Employers were still not reconciled to going beyond 18 gangs.

In a last minute effort to secure at least a temporary agreement, the Board suggested a one-year contract with a minimum of change from the previous agreement. This would give time for a further effort to

assess the effect of the introduction of side-port vessels and the possibilities of accelerated retirement in the light of the Canada Pension Plan and increased resources of the Union Pension Fund. Both sides responded to this suggestion.

The Union offered to sign a one-year agreement on the basis of current conditions, but with the use of a 26-man gang instead of the 21-man gang, the introduction of which had already been agreed upon earlier. Alternatively, they offered a one-year contract with a 21-man gang and port-wide rotation. The Employers offered a one-year contract with a five-cent-an-hour wage increase for a 21-man gang and introduction of management rights (flexibility of operation) clauses. Neither side responded to the offer of the other party. At this, the Board declared that it had exhausted the possibilities of negotiation and would process to draft a report for submission to the Minister of Labour.

Findings of the Board

In the Board's opinion, the difficulties in finding a satisfactory solution to the employment problems of the longshore labour force in St. John's can be traced to basic underlying weaknesses in the Newfoundland economy, exacerbated by the effects of public policy in respect of transportation. (Various aspects of the problem are discussed in P. Copes, *St. John's and Newfoundland,* Ch. VII, published in 1961 by the Newfoundland Board of Trade.)

The labour requirements for longshore work in St. John's have diminished considerably during the past decade, because of a decline in traffic and advances in mechanization and modernization. However, the transfer of longshoremen to other lines of work has been hampered by the lack of alternative skills of most of the men concerned, and the extraordinarily high levels of unemployment prevailing in Newfoundland. According to the Canadian *Labour Force Survey,* the average annual rate of unemployment in the province varied from 17.9 to 20.5 per cent during the years 1958-62, declining to 14.6 per cent in 1963. For many longshoremen alternative work opportunities for practical purposes are non-existent. While new entrants have been barred from the longshore labour force, the slow rate of attrition, in combination with the reduction in work offered, has meant a low and declining income for the longshoremen. The bulk of the men earn less than $2,500 per year (Exhibit E-3).

Low earnings and lack of alternative work have given the longshoremen no incentive towards productive effort. On the contrary, it is only by stretching the work and resisting the introduction of labour-saving techniques that the longshoreman—who is paid by the hour—can hope to keep up his income in the short run. Under these circumstances, the St. John's longshoreman is under great pressure to keep his productivity low.

The decline of port traffic in St. John's stems partly from a reorientation of Newfoundland's trade since Confederation, with more of the inflow coming from mainland Canada. A public policy of heavily subsidizing the CNR to route traffic across the Cabot Strait and by rail across the island has harmed St. John's, depriving it of its natural advantage as the port of entry for eastern Newfoundland, utilizing basically cheap tidewater transportation.

Low productivity and the decreasing volume of traffic have made St. John's a high-cost port (Exhibit E-1), which, in turn, has discouraged the use of the port for operators and further reduced traffic. Many shipping lines have dropped St. John's from their service during the past 15 years. There is a legitimate concern on the part of the remaining operators that a failure to reduce the relative costs of operation in St. John's will force further reductions in traffic.

The question of cost reduction in port operations is evidently most important in respect of the Montreal-St. John's shipping service, which must compete directly with the rail-water-rail service of the CNR. The Clarke Steamship Co. Ltd., operating the Montreal-St. John's service, however, does see an opportunity to expand traffic. New through-rate and division arrangements were worked out with the CNR in 1963, which could facilitate a greater volume of through traffic using direct water transportation from Montreal to St. John's. In conjunction with this, Clarke Steamship plans to introduce a side-port vessel that would allow highly mechanized cargo handling and thereby reduce costs.

This type of operation would require a much-reduced labour content in a ton of freight handled, and the immediate effect of the introduction of a side-port vessel would be a significant drop in the amount of work available to longshoremen. It is a matter of speculation to what extent this would be offset—or more than offset—in the long run by the increased volume of traffic generated. Clarke Steamship maintains that, in any case, the introduction of a side-port vessel will be necessary to allow the Montreal-St. John's service to operate with a profit.

For the Union, the prospects of further mechanization are discouraging. Its experience in recent years has been that the

reduction in work available has outrun the reduction in the labour force. In an effort to minimize the effect on longshoremen's incomes, the union is bound to attempt to slow the rate of displacement of labour by equipment. From the standpoint of the overall effect on the income of the community, the introduction of new capital investment, such as the side-port vessel, is open to question. This type of operation could reduce the amount of work available both to railwaymen and longshoremen. As the local economy does not offer alternative work opportunities, the introduction of advanced equipment could mean simply the substitution of outside capital for local labour, with a net decrease in local income and a further increase in local unemployment.

The Employers have made the point that a modernized and mechanized operation could offer a much-improved income to a limited number of men working full time. From the standpoint of efficiency and cost reduction, they consider it important that they should operate this way, and they believe that this type of operation should appeal to the more-skilled men who would remain in the longshore labour force. The Union made it clear, however, that its membership was adamant in demanding that the work should be shared among all men desiring to remain longshoremen. Union representatives maintained that votes among the membership had showed unanimity on this issue.

Not only did the Union demand that none of its members be dismissed from the longshore labour force, it also demanded an advance towards equalizing wages by means of the gang rotation system. There was evident resentment against the present "shape-up" system (where foremen pick their men for each job), with its opportunities for favouritism and other possible abuses. The Employers, on the other hand, feared that a levelling out of wages at a low average would be discouraging to the better men who are now drawing above-average pay.

In attempting to maintain maximum effective income for the longshore force as a whole, another consideration is the amount of unemployment insurance that can be collected. With even sharing of the work, a maximum of unemployment benefits could be obtained, as all men would earn enough credits to qualify and still be sufficiently short of full employment to draw full benefits. Men dismissed from longshore work or obtaining only occasional employment may not earn enough credits to qualify for unemployment insurance, while fully employed men are not entitled to benefits. Reorganizing the longshore labour force into a fully employed and a (mostly) unemployed group would reduce the total income available to longshoremen.

The prospects of port operations in St. John's are greatly affected by certain aspects of public policy. Most notable in this respect is government subsidization of CNR services across the Cabot Strait and by rail across Newfoundland. This has syphoned off traffic that would naturally have flowed through the port of St. John's. This diversion will be strengthened by the new ferry that will be put on a service to Argentia, and by the new rail ferry for the North Sydney-Port aux Basques service. On the other hand, a government subsidy is assisting in the construction of a side-port vessel for the Clarke Steamship Co. Ltd. that is intended for the Montreal-St. John's service, while government funds have also been spent on the modernization of St. John's harbour that will further facilitate this service. It is not apparent that various government efforts to improve transportation services into Newfoundland have been co-ordinated. In the absence of a stated policy in respect of the incidence of government support to rival means of transportation, it is difficult to foresee what their relative prospects will be in the future.

There is no doubt that the long-run solution to the problems of operation in the port of St. John's requires a small but efficient and well-paid force of longshoremen using the most modern equipment and techniques. The process of adjustment is a painful one, however, and the legitimate claims of the men presently occupied in the industry involve concessions that retard the pace of modernization.

Anything that can be done to draw men out of the industry will help in the adjustment. Acceleration of pensioning is one means. At present, men with 25 years of membership in the LSPU (which means almost every member close to retirement age) can draw a pension of $40 a month on retirement, which is optional after 65 and compulsory after 70. This arrangement does not induce many men to retire before 70, as they are not yet entitled to the Government's old-age pension of $75 a month.

The proposed Canada Pension Plan could make a difference, as there is apparently an option planned that would allow men to start drawing a government pension at 65. If this materializes, a moderate pension from the LSPU pension fund should justify compulsory retirement of longshoremen at 65. Failing such arrangements under the proposed Canada Pension Plan, it may prove

possible to offer retiring longshoremen a pension at 65 that is $75 higher than the pension the Union gives at 70. The extra $75 could then be withdrawn at age 70 when the government old-age pension comes into effect. There appear to be 32 longshoremen ready for retirement at 65 within the coming year (Exhibit U-6). Unfortunately only another 42 will be ready for retirement within the succeeding four years.

Several longshoremen pursue more than one occupation and work on the waterfront on a casual basis only. Among the 470 men that the LSPU wishes to include in the gang system there are undoubtedly many men in this category. It seemed agreeable to Union representatives that such men would be struck from the roll if they failed to appear regularly when their gang was called out. In view of the large number of men of these 470 who did little work as longshoremen in 1963, it is likely that a significant number would not show up regularly, and could therefore be struck from the roll fairly soon after the introduction of a regular gang system. There is also the possibility of offering a severance bonus to men with some alternative occupational opportunity who would voluntarily withdraw their name from the regular gang rolls.

The NEA complained before the Board about the many restrictive practices (Exhibit E-6) and the generally low level of work output. Where the danger of a longshoreman "working himself out of a job" is so acute on the St. John's waterfront this is hardly surprising. What seems much needed is an incentive for men to raise their productivity. This suggestion did not receive a very eager response from either side. There are obvious difficulties in measuring productivity—the amount of freight handled per man-hour will naturally vary for different types of cargo and different kinds of operation. It should not be too difficult, however, to get a general measure of productivity for the port as a whole or for individual premises, based on total tonnages handled and total man-hours worked. On a collective basis, at least, advances in productivity could then be ascertained.

It might be profitable to employers to offer a wage bonus in proportion to gains in productivity. That is, with each 1-per-cent gain in tonnage handled per man-hour, a 1-per-cent increase in the hourly wage might be offered. The effect would be that the total take-home pay of men would be the same, while working time would be reduced by 1 per cent. The employers would have the same total wage bill for longshore work, but they would gain from the faster turnaround of ships and greater economy in the use of equipment and plant. Regular posting of the results of productivity measurements might make the men productivity conscious and the payment of a few bonuses might awaken an incentive towards greater productivity.

Recommendations of the Board

The Board recommends that the parties conclude a working agreement modelled on that previously in operation, but incorporating all changes on which mutual agreement was reached before the conciliation officer, plus the following items:

1. The agreement initially should run for three years, viz., from January 1, 1964, until December 21, 1966, with provision for year-to-year extension in the usual manner.

2. The agreement should cover all relevant operations other than those pertaining to side-port vessels.

3. The agreement should provide for a system of rotation of regular gangs, each of 21 men. All LSPU members declaring their intention to become regular gang members should be given a place on a gang initially. Names should be struck off on retirement, voluntary withdrawal, and for repeated failure to report for work (except in case of illness or absence on compassionate grounds). The gangs should be arranged in three groups (Furness Withy, Clarke/CSL, and the remainder), and rotation should take place within each group. The number of hours worked by each gang should be posted, and the gang with the lowest number of hours in each group should have first call on the next assignment. The number of gangs in each of the various groups should be kept in proportion to the amount of work offered by the respective groups. The companies should operate dispatch offices for the gangs in their groups. The Union should operate a dispatch office for floaters available for casual work to stand in where gangs are under strength. A joint Consultation Committe of the NEA and LSPU should supervise the operation of the rotation system under agreed rules. The Committee should deal with the composition of gangs (allowing the employers to exercise their preferences for particular men), the periodic reduction of gangs with attrition of the labour force, the reallocation of gangs among the three groups to equalize gang earnings, and other relevant matters.

4. The flexibility of operation and related clauses proposed by the NEA should be incorporated in the agreement, with some amendments to satisfy the strongest objections of the LSPU. The version suggested by the Board is attached as Appendix "A."

5. The wage raises offered by the Employers of three successive increases of 4 cents plus 16 cents per man-hour towards the pension fund, should be introduced and made retroactive to January 1, 1964.

The Board further recommends that an immediate enquiry be instituted by the Department of Labour to ascertain as far as possible the short-run and long-run implications for waterfront operations in St. John's of the introduction of side-port vessels. Consideration should be given to the following factors:

Increases in the volume of cargo handled by the port, possible reductions in freight charges, in the volume of longshore work offered, the extent of redundancy caused in the longshore labour force, the possibilities of compensating for redundancy through accelerated retirement or severance incentives, the changes in work methods involved and their effects on the operation of the gang system, and the implications of various government policies in the field of transportation in their effect on the prospects for an increased share of traffic from the mainland to be routed through the port of St. John's.

It is recommended that the results of the analysis of these factors be made available at the earliest possible date to the NEA and LSPU, so that the parties will soon be able to resume negotiations concerning the proposed introduction of side-port vessels in St. John's, with more adequate information at their disposal.

(*Sgd.*) P. Copes,
Chairman.

(*Sgd.*) L. Dobbin,
Member.

(*Sgd.*) Francis J. Elliott,
Member.

Appendix "A"

Clauses proposed for inclusion in the agreement under recommendation No. 4:

Item 19

(a) Men may be ordered to work for 8 a.m., 1 p.m., 6 p.m., and midnight.

(b) Men ordered for work or back to work at night shall be paid at the prevailing rate for the full period—except where weather or mechanical breakdown on shipboard or Employers' premises does not permit work to be carried on, or in the event of a ship finishing up, in which case each gang will be paid until its hatch is finished, but in no event shall they receive less than two (2) hours pay at the prevailing rate. When men refuse to work because of weather conditions, the above minimums will not apply.

Item 23

The basic gang to be employed when loading and unloading vessels shall consist of 21 men, excluding foremen.

When employing such a gang for the handling of cargo from the hold of a vessel to the place of rest in the said shed and/or from the shed to the place of rest in the vessel, the sling load will be 2,000 pounds, 5% more or less, except in the case of a single piece or package. In the case of palletized cargo, strapped and carried as a unit load, there shall be no lift restrictions, except that imposed by the capacity of ships' gear, lift-trucks, or other mechanical equipment.

Item 26

A hatch may be started with a minimum of eighteen (18) men, provided that the Union dispatch office is immediately requested to send stand-ins. When men present themselves to complete the gang, they shall be paid from the time they are actually put to work.

Item 37

(a) The Employers will be the sole judge in determining when work on any vessel will begin. The Employers reserve the right to begin work on their vessels, stop work, and resume work as required. The Employers will decide the number of gangs they may require to be employed on any vessel at any time to handle the loading or discharge of cargo. The Employer may put gangs to work, transfer gangs from hatch to hatch or vessel to vessel, whether the work on hatch or vessel has been completed or not.

(b) The Employer reserves the right to decide how all men in the gang will be distributed to perform the work and to work vessels in any manner deemed necessary by the Employer, provided the number of hatches worked does not exceed the number of gangs employed on hatches.

(c) The Employer reserves the right to choose his shedmen, that is, checkers-sorters-lift-truck operators, from among the Union members, subject to their meeting the required qualifications.

(d) The Employer shall be the sole judge of how all men in the gang will be deployed and how all work will be performed in connection with the loading and unloading of vessels, railway cars and trucks; the receiving and delivery of cargo; and the handling of all freight on the terminals, including allocation of men to sort cargo, irrespective of their gang attachment or hold from which cargo is discharged.

Article 1—"and Customs" to be retained.

A record number of complaints was again lodged with the United States National Labor Relations Board in 1963, according to the Board's annual report. The large number of complaints was attributed to the effect of the 1959 Landrum-Griffin Act, and to national economic growth, geographic shifts in industry, and automation.

Of the 25,371 cases filed, 14,166 were complaints about unfair labour practices—an increase of 5 per cent over the number filed in 1962 and a record for one year.

Canadian Railway Board of Adjustment No. 1 Releases Decisions in Two Recent Cases

The Canadian Railway Board of Adjustment No. 1 last month released its decisions in two cases heard in March. These cases, both of which had been submitted to a referee, are the last two decided by the Board, which ceased to exist on February 29 (See page 371).

The first dispute was over the disciplining of a train crew in connection with delays to work trains, and the second involved a claim by the Telegraphers union that the work of transmitting certain reports by means of integrated data processing (IDP) equipment, which had been given to members of another union, should properly belong to its members.

In the first case, the contention of the employees was partly sustained; in the second, their grievance was dismissed.

The two cases, Nos. 822 and 823, are summarized below.

Case No. 822—*Dispute between Algoma Central and Hudson Bay Railway Company and Brotherhood of Railroad Trainmen over the company's conduct of an investigation into delays to work trains and the disciplining of a train crew as a result thereof.*

On two occasions there were delays to trains operated by the same crew. Three days after the second incident the company held an investigation, after which it assessed discipline to all members of the crew. The conductor was suspended for 30 days and demoted to brakeman for six months, the engineer was suspended for 30 days and demoted to engine helper for six months, and the other two, brakemen, were each suspended for two weeks.

The union protested against the disciplining of the crew, contending that according to an article of the agreement the accused were entitled to be given an opportunity to question the witnesses about their evidence, and that they had not been given this opportunity.

The company contended that the investigation had been properly conducted, and that it had shown that unwarranted delays had occurred, which fully justified the assessment of discipline against the crew members.

This case was submitted to a referee, whose award constituted the decision of the Board.

The referee rejected a plea by counsel for the company that, since the Canadian Railway Board of Adjustment No. 1 had ceased to exist after February 29, 1964, he could not properly function as referee. "I am of opinion that a regular submission of a dispute to a referee who is regularly appointed invests him with jurisdiction to complete his assignment notwithstanding that the actual hearing and disposition take place after the machinery has been dismantled. The effect of the dismantling is prospective and does not affect what has regularly been done and authorized under a subsisting agreement" the referee contended.

The referee in his award said it was clear that the union was protesting the propriety and conduct of the investigation held by the railway into the alleged delays to the trains and was denying the validity of the discipline imposed and was also asking that the discipline be set aside and a proper investigation held.

"An examination of the transcript of the investigation does not disclose any irregularity in its conduct of which the Brotherhood can complain. The fact that the railway did not bring the accusers forward or did not disclose to the train crew any statements made adverse to them is not a matter for objection now, when the train crew made no request for such confrontation or disclosure at the time the investigation was held. They knew the purpose of the investigation and had the opportunity of representation by a fellow employee if they so desired," the referee said.

The referee went on to say that "the concern of the Board of Adjustment and of the referee is not so much with the scope of the investigation (so long as one is held before discipline is imposed . . .) as it is with the justness of the discipline."

He said that the union could not properly claim a right to a second investigation "merely because it was dissatisfied with the first one." The Brotherhood had not put before him any evidence sufficient to destroy any conclusions to be drawn from the investigation relating to the charges.

Of the three men involved in the appeal, the conductor, who had been suspended for 30 days and demoted to brakeman for six months, had been disciplined for "gross neglect of duty resulting in extensive and costly train delays," the referee pointed out; and, without going into the facts, he could not say that the charges made against the man were not justified.

The other two men, however, were in a different position, having been disciplined for "providing false and evasive answers at

investigation concerning train delays." This conclusion had nothing to do with the charges that were being investigated, and the discipline in this case was not warranted, the referee said.

The railway did not, and apparently could not reasonably find that [the two men] were implicated in the alleged train delays. The two brakemen may have been unsatisfactory witnesses from the railway's point of view, but surely it reaches the height of arbitrariness to punish them because their answers were evasive or even false. The character of their evidence at the investigation may have justified an adverse finding on the charges, but it could not itself become a matter for which discipline could be meted out.

The railway has established out of its own mouth that neither [of the men] was guilty of the alleged train delays, and to punish them because they did not condemn themselves when, apparently, there was no other evidence to condemn them, is a flagrant abuse of elementary principles of justice.

The referee declared that the discipline imposed upon the two brakemen was completely unjust, and he directed the railway to compensate them at proper rates of pay for their two weeks' loss of work.

Case No. 823—*Dispute between Canadian Pacific Railway Company (Pacific Region) and Order of Railroad Telegraphers about the union's claim that its members had an exclusive right to perform the work of transmitting certain daily train and car report forms, which was being done at South Edmonton on integrated data processing equipment by clerks who were not members of the Telegraphers' union.*

Before June 1, 1962, daily train and car report forms and operating report forms were prepared in skeleton form by the dispatcher on duty and completed by the operator on duty, who then transmitted them by telegraph to regional headquarters.

On June 1, however, two new forms were introduced at South Edmonton and during that month the reporting of train and car movements was done on both old and new forms. The new forms were designed for use on integrated data processing (IDP) machines.

On July 1, the use of the old forms was discontinued and thereafter the reports were transmitted exclusively on the new forms by the yard office clerical employees.

The Order of Railroad Telegraphers contended that the company had violated the agreement in assigning the work of transmitting the reports to employees outside the scope of the agreement, and asked that the company be required to restore the work at the South Edmonton office to the telegraphers.

The union cited this article in the agreement:

> All employees assigned by proper authority to railway telegraph or telephone service of any character or duration, also station agents incorporated within the accompanying schedule of rules and wages, will be considered as telegraphers within the meaning of this schedule and are so called herein.

The union contended that the original of this rule, as it appeared in the 1902 agreement, "did not contemplate that employees other than telegraphers would be required or permitted to handle the railway's communication work, regardless of its character or duration." The phrase "railway telephone service" was added in the 1912 agreement after telephones had come into use and had gradually displaced the telegraph.

The union quoted also a clause in the agreement of February 1923: "Employees at any station other than where telegraphers or station agents are in charge will not be permitted, nor given facilities for doing the company's telegraph or telephone work."

The union argued that the telegraph referred to in the agreement did not mean only the Morse telegraph, but should be taken to include the various types of telegraph printing machines in use today, of which the IDP automatic or printing telegraph was one of the more recent developments.

The company, in its contention, argued that "work associated with teletype and integrated data processing procedures is not and never has been the exclusive right of any particular classification. Since the very inception of these systems, the company has installed machines where they can most satisfactorily and efficiently meet the requirements of the service. It has, of course, been the general practice to have the work related to this equipment performed by the employees located in the offices where the machines are installed . . ."

The company said that such machines were in use in 71 offices. In 20 of them they were operated by employees represented by the ORT, in 46 by employees represented by the Brotherhood of Railway and Steamship Clerks. In two offices the machines were operated by employees represented by both unions, and in three cases by non-union employees.

The principle involved in the assignment of this work, the company continued, had been challenged by the ORT before the Board in 1956. The Board had referred the case back to the parties for further negotiation and as a result, a joint study had been undertaken that had culminated in an agreement effective April 1, 1960. This agreement

was patterned after a similar agreement with the Brotherhood of Railway and Steamship Clerks effective July 1, 1957.

"Neither of these agreements makes any reference to where IDP equipment will be installed or by whom it will be operated," the company said. It contended that both unions, by signing these agreements, had accepted the principle that "neither had any claim as to where such equipment would be installed or by whom it would be operated; and, in fact, the right of the company to withdraw such equipment from any office at any time was . . . fully recognized."

The company contended that the reference to railway telegraph or telephone service in the article quoted by the union "does not, and never has, included teletype or IDP equipment which, of course, were unknown media when the rule in question was negotiated."

The obvious purpose of the inclusion of the word "railway" in the phrase "railway telegraph" was to make it clear that the rule in the agreement had reference only to telegraph circuits when used specifically for railway service, the company asserted. "The schedule rule in question, therefore, accorded railway telegraphers the exclusive right to the use of the telegraph circuits for railway operating purposes . . . but nothing more."

This case was submitted to a referee whose award constituted the decision of the Board.

In his award the referee described the work that was the subject of the dispute. Under the new system, he wrote, the train dispatcher prepares the IDP form just as he prepared the old ones, "but instead of going to an operator for completion and subsequent transmission by Morse telegraph, the form goes to a machine clerk who prepares a tape and a page copy of the form on a flexowriter, then feeds the tape into a transmitter, and then presses a button on the transmitter to activate it so that it processes the tape by automatic action thereafter."

There is no doubt that the operation of the IDP equipment involves functions akin to those formerly performed by ORT men on the Morse telegraph, "but there is equally no doubt that it involves functions, added elements such as the production of the tape, which were not present before, and which the CPR alleges to be purely clerical.

"For the ORT, these added elements are subsidiary to the transmission, as in a sense they are; for the CPR, they are the dominant features of the total operation, because the transmission occurs by merely the press of a button and depends squarely on the insertion of the tape into the equipment for that purpose."

Were it not for the agreements of 1957 (with the Railway Clerks) and 1960 (with the Telegraphers), "I would be hard put to deny the cogency of the ORT arguments. But the agreements represent an acknowledgement of a fact, namely, that the CPR's assignment of work on the IDP equipment had been made . . . as operating convenience dictated in particular locations . . ."

"I cannot sensibly make a finding that will place the disputed work in ORT hands," the referee concluded.

"The parties, have, in effect, rested on an empirical approach, and I cannot find any collective agreement ground on which I can impeach the CPR's conduct in the present case In the result, the grievance is dismissed"

An average increase of 3.1 per cent in straight-time hourly pay was provided by the main collective agreements negotiated in the United States in 1963, according to the United States Bureau of Labor Statistics. Of the 3,600,000 workers affected by these contracts, only 2,700,000 actually received increases; and for them the average increase was 3.4 per cent. The average for all employees, including those who received no increase, was 3.1 per cent. This compares with an average of 3.0 in 1962.

According to a survey conducted by the Bureau of National Affairs, the median wage increase in 1963 amounted to about 2.7 per cent, or 7.6 cents an hour compared with an increase of 7.4 cents in 1962. It was partly offset, however, by a rise in the cost of living of 1.5 per cent.

Again, as in other recent years, the gains were substantially greater in the non-manufacturing group of industries (10.1 cents) than in the manufacturing (7.0 cents). The construction industry led with a gain of 14.9 cents an hour. In the petroleum industry the gain was 13.0 cents, in shipping 11.0 cents, and in trucking 10.2 cents.

A larger proportion of the agreements than ever before, namely 53 per cent, provided for deferred wage increases. In 1961 and 1962 the percentage was 51, and in 1960 it was 47.

There were also substantial gains in fringe benefits in 1963.

Legal Decisions Affecting Labour

British Columbia Supreme Court quashes certification order
Ontario High Court dismisses motion to quash certification

In British Columbia, the Supreme Court held that, although the Labour Relations Board under various provisions of the Labour Relations Act is bound in certification proceedings to give to all interested parties an opportunity to present evidence and make representations, the Board is not obligated to grant an oral hearing. However, when the Board certified a union without giving the company an opportunity to know or answer the union's reply to the company's written submissions, the Board's conduct was a failure to act judicially and the certification order had to be quashed.

In Ontario, the High Court refused to quash a Labour Relations Board order on the ground that the Court has no power to review the Board's ruling on the ground of an alleged error on the part of the Board. The order certified the United Steelworkers of America as the bargaining agent of the employees of the International Nickel Company of Canada Ltd.

In addition, the Court upheld constitutional validity of Ss. 79(1) and 80 of the Ontario Labour Relations Act, which, respectively, confer on the Labour Relations Board exclusive jurisdiction to determine all questions of fact or law that arise in any matter before it and preclude judicial review of the Board's decision, except on the ground that the Board acted outside its jurisdiction.

British Columbia Supreme Court . . .

. . . quashes certification order because of Labour Board's failure to act judicially

On October 9, 1963, Mr. Justice Lord of the British Columbia Supreme Court, in *certiorari* proceedings, quashed an order of the Labour Relations Board on the ground that the Board failed to act judicially when in certification proceedings: the Board gave the company no opportunity to know or answer the union's reply to the company's written submissions.

The order certified Local 351 of the Miscellaneous Workers, Wholesale and Retail Delivery and Helpers Union as bargaining agent for the employees of Loomis Armored Car Service Ltd. After the certification, the company applied to the Court by way of *certiorari* to quash the certification order.

The first ground upon which the company relied in its application was that the Board exceeded its jurisdiction by failing to give the company any, or, alternatively, adequate opportunity to give evidence on two questions: (*a*) whether the employees constituted a unit appropriate for certification; (*b*) whether "guards" are employees as defined by the British Columbia Labour Relations Act.

Under Section 62 of the Act, subsections (7) and (8) provide that the Board may receive and accept such evidence which, in its discretion, may be deemed fit and proper, and that it must give an opportunity to all interested parties to present evidence and make representations. Regulations made under the Act set out procedures for the sending of notice of application, the submitting of observations, the requesting and the granting of a hearing.

Solicitors for the company sent a letter to the Registrar of the Board requesting a hearing. They enclosed a written submission and detailed the nature of further evidence to be presented. The Registrar answered the letter and stated that the Board had considered the submissions and would consider any further evidence tendered by the Company. The letter made no mention of the request for a hearing.

The company's solicitors wrote another letter containing a written submission and renewed the request for the hearing and gave reasons for the request. The hearing was not granted and the union was subsequently certified by the Board.

Before Mr. Justice Lord, the company relied on the decision of Mr. Justice Wilson *In The Martin & Robertson Ltd. and Labour Relations Board (B.C.)* (L.G. 1954, p. 1155), where the company wrote the Board and requested a hearing in order to present certain evidence, and the Board ignored the request and certified the union. Mr. Justice Wilson ruled that the Board's refusal to entertain the evidence, without knowing

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

something about its relevance or admissibility, was a refusal of jurisdiction.

Mr. Justice Lord distinguished the *Martin & Robertson* case from the situation under review. In the *Martin & Robertson* case the Court dealt with a request to present evidence. In the case at bar, the company made a written submission in which they set out the type of employees involved and their duties, and which it invited the Board to consider before certifying the union. Although under various provisions of the Act and regulations the Board is bound to give to all interested parties an opportunity to present evidence and make representations, there is no obligation to grant an oral hearing.

In these circumstances, Mr. Justice Lord held that the Loomis Company had not been denied an opportunity to present evidence. It made two submissions, the latter a lengthy one that stated facts that the Board might very well have accepted as evidence. The Board exercised its discretion by not granting a hearing and that discretion should not be interfered with.

The second ground upon which the company challenged the certification order was that the Board acted contrary to the established principles of justice and therefore in abuse and in excess of its jurisdiction by: (i) failing to inform the company of the nature of the representations made by the union after the union had been informed of the nature of the company representations and had been supplied with a copy of the company's written submissions; (ii) inviting the company to make further representations without informing the company that the union had made representations to the Board and without disclosing to the company the nature of the representations.

Mr. Justice Lord stated that the evidence before him confirmed the company's contention. He held that such procedure violated the principles established in *Board of Education v. Rice* [1911] A.C. 179. The Board, in arriving at a certification decision, acts in a judicial capacity and the principles that govern the Board were outlined in the *Rice* case by Lord Loreburn when he stated that:

> [a Board] must act in good faith and fairly listen to both sides, for that is a duty lying upon everyone who decides anything . . . They can obtain information in any way they think best, always giving a fair opportunity to those who are parties in the controversy for correcting or contradicting any relevant statement prejudicial to their view . . .
>
> But if the Court is satisfied either that the Board have not acted judicially in the way I have described, or have not determined the question which they are required by the Act to determine, then there is a remedy by *mandamus* and *certiorari*.

Mr. Justice Lord stated that in the case at bar there was nothing resembling a debate. The union was allowed to see the submissions of the company and to reply to them. But that reply was not shown to the officials of the company, who knew nothing of its existence until the union was certified. The union representations were prejudicial to the company and the company had no opportunity of correcting or contradicting them.

Therefore, he ruled that the Board did not act judicially under the circumstances and he granted a *certiorari* to quash the certification order. *Re Labour Relations Act; Re Loomis Armored Car Service Ltd's Certiorari Application*, (1963), 45 WWR, Part 6, p. 349.

Ontario High Court . . .

. . . upholds certification order on ground that Court has no power to review decision

On November 1, 1963, Chief Justice McRuer of the Ontario High Court dismissed a motion to quash a certification order of the Ontario Labour Relations Board. The motion was made on behalf of the members of Local 598 of the Sudbury Mine, Mill and Smelter Workers' Union, by way of *certiorari*, for an order to quash the certification of the United Steelworkers of America as the bargaining agent of the employees of the International Nickel Company of Canada Limited, or, in the alternative, that the Ontario Labour Relations Board be directed to hold a proper hearing and reconsider its decision leading up to and including the order for certification.

In dismissing the motion, the Court held that, under the provisions of the Ontario Labour Relations Act, the Ontario Labour Relations Board is created for the purpose of an orderly regulation of labour relations and not for the purpose of keeping labour relations in a perpetual state of turmoil by multitudinous applications for the reconsideration of its decisions from time to time.

The Board certified the Steelworkers union as a bargaining agent on October 15, 1962. An application for reconsideration of this order was made on October 17, and this application was disposed of on the merits and on the basis of the submissions made to the Board.

In the opinion of Chief Justice McRuer, the provisions of Section 79(1)* of the Act do not contemplate an infinite number of applications for reconsideration of the decisions of the Board. The Act provides that, when the Board makes a decision, any of the parties may apply to have that decision reconsidered; however, the Chief Justice expressed doubts that the Legislature intended that when the Board has once reconsidered a decision it might be asked to reconsider the decision not to reconsider its decision and that this could go on *ad infinitum*. Once the Board has considered an application for reconsideration of a decision in an orderly way and refused the application, it ought not to be asked to reconsider its decision not to reconsider the substantive decision, except in the most unusual circumstances, and those circumstances did not exist in the case at bar.

Dealing with the jurisdiction of the Labour Relations Board in matters of law and fact as contained in Section 79(1) and the privative enactment of Section 80† precluding judicial review of the Board's orders, the Chief Justice held that the Labour Relations Act, as amended, confers on the Board exclusive jurisdiction to determine all questions of law and fact leading up to certification of a trade union and this jurisdiction covers the sufficiency and reliability of the evidence of employee membership presented by the applicant union. So long as the Board has not acted arbitrarily but has operated within the jurisdiction conferred upon it according to the scheme and purposes of the Act, the Court is precluded by Ss. 79(1) and 80 from reviewing the Board's decisions on the ground of error on the part of the Board. Under the privative clause of Section 80, the review by the Court is open only to determine whether or not the Board acted within the limits of its jurisdiction.

Also, the Court dealt with the questions raised regarding the constitutionality of Ss. 79(1) and 80 of the Ontario Labour Relations Act. The union referred to the decision of the Ontario Court of Appeal in *R. v. Ontario Labour Relations Board, Ex p. Ontario Food Terminal Board* (L.G. 1963, p. 909), where the court held that the Board had no power to decide the questions of law, and where Mr. Justice Laidlaw said "that the Legislature could not give the Ontario Labour Relations Board exclusive jurisdiction to determine any question of law within the competence and jurisdiction only of a validly constituted court."

Chief Justice McRuer, relying on the judgments of the Supreme Court of Canada and the Judicial Committee, held that Ss. 79(1) and 80 are constitutional and do not offend S. 96 of the B.N.A. Act, and that it was not beyond the powers of the Legislature to clothe the Labour Relations Board with jurisdiction to make decisions of law incidental to its administrative duties. Obviously the Board must decide many incidental questions of law in the performance of its administrative functions.

Whether the Board may make decisions in law on matters collateral to its jurisdiction and be immune from judicial review is another matter, however. In other words, the Board cannot give itself jurisdiction by wrong decisions in law.

The motion to quash a certification order was dismissed. *Regina v. Ontario Labour Relations Board, Ex parte Taylor,* (1964), 41 DLR (2d), Parts 7 & 8, p. 456.

*Section 79(1) reads as follows:

79(1). The Board has exclusive jurisdiction to exercise the powers conferred upon it by or under this Act and to determine all questions of fact or law that arise in any matter before it, and the action or decision of the Board thereon is final and conclusive for all purposes, but nevertheless the Board may at any time, if it considers it advisable to do so, reconsider any decision, order, direction, declaration or ruling made by it and vary or revoke any such decision, order, direction, declaration or ruling.

† Section 80 of the Labour Relations Act reads:

80. No decision, order, direction, declaration or ruling of the Board shall be questioned or reviewed in any court, and no order shall be made or process entered, or proceedings taken in any court, whether by way of injunction, declaratory judgment, certiorari, mandamus, prohibition, quo warranto, or otherwise, to question, review, prohibit or restrain the Board or any of its proceedings.

The United States Supreme Court has ruled that a union's breach of its no-strike agreement does not relieve management of its duty to arbitrate. The unanimous decision was based on an earlier ruling that "there is no inflexible rule rigidly linking no-strike and arbitration clauses of every collective bargaining contract in every situation." The company involved took the position that by violating their contract's no-strike agreement, the union repudiated it.

Recent Regulations under Provincial Legislation

Ontario sets time limit for creditors' claims against public works contractors. Saskatchewan provides for recognition of tradesmen with certificates bearing the Interprovincial Seal

Ontario Public Works Creditors Payment Act

The first regulations to be issued under the Ontario Public Works Creditors Payment Act, 1962-63, were gazetted on March 4 as O. Reg. 45/64.

The Act, which is designed to ensure that persons who supply labour, materials or services to a contractor with a provincial government contract are paid in full, permits the Ontario Government to pay any creditors and deduct the amount paid from money due the contractor.

The regulations provide that, in the case of a contract for the Department of Public Works, a claim must be filed within 37 days after the last day on which the labour, materials or services were provided. In other cases, the time limit for filing claims remains 90 days as provided in the Act.

Saskatchewan Apprenticeship and Tradesmen's Qualification Act

A new regulation under the Saskatchewan Apprenticeship and Tradesmen's Qualification Act (Sask. Reg. 109/64, gazetted February 28) extended recognition to persons from other provinces who have passed the Canadian Interprovincial Standards Examination.

It states that a person with a completion of apprenticeship certificate in a designated trade issued by another province which bears the Interprovincial Seal is entitled to be recognized under the Saskatchewan legislation as a journeyman in that trade.

At present, interprovincial standards examinations are being used in examining for seven trades—carpentry, motor vehicle repair (mechanical), electrical construction, plumbing, sheet metal, heavy duty repair and auto body repair.

This year interprovincial standards examinations are being conducted on a trial basis for four other trades—bricklaying, painting and decorating, radio and television repair and refrigeration and air conditioning. If these examinations prove valid, interprovincial seals (Red Seals) will be issued in 1965.

Monthly Report on Operation of the Unemployment Insurance Act

Number of claimants for unemployment insurance benefit at end of February was about 8,000 higher than total at end of January but 15 per cent lower than at end of February 1963

Claimants for unemployment insurance benefit numbered 607,100 on February 28. This total was about 8,000 higher than the January 31 total of 598,600 but 113,400, or about 15 per cent, lower than the total of 720,500 on February 28, 1963.

The general improvement in employment conditions compared with last year was reflected in lower totals of both regular and seasonal claimants of both sexes. The number of males was lower by 17 per cent and that of females by 19 per cent.

Seasonal benefit claimants made up between 25 and 30 per cent of the total on February 28, the same proportion as in February 1963.

Initial and Renewal Claims

Initial and renewal claims filed during February numbered 171,600, a reduction of 34 per cent compared with January and about 9 per cent compared with February 28 last year.

Beneficiaries and Benefit Payments

The average weekly number of beneficiaries in February was estimated to be 503,500, compared with 440,900 in January and 591,900 in February 1963.

Payments during the month totalled $50,100,000, which was $3,700,000 more than in January but nearly $9,000,000 less than the February 1963 total of $58,700,000.

The average weekly payment was $24.89 in February, $25.07 in January and $24.81 in February 1963.

Insurance Registrations

On February 29, insurance books or contribution cards had been issued to 5,135,733 employees who had contributed to the Unemployment Insurance Fund at one time or another since April 1, 1963.

On the same date, registered employers numbered 338,120, an increase of 314 since January 31.

Enforcement Statistics

During February, 12,186 investigations were conducted by enforcement officers across Canada. Of these, 8,737 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions, and 418 were miscellaneous investigations. The remaining 3,031 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were begun in 239 cases, 113 against employers and 126 against claimants.* Punitive disqualifications as a result of false statements or misrepresentations by claimants numbered 1,521.*

Unemployment Insurance Fund

Revenue received by the Unemployment Insurance Fund in February totalled $28,923,696.56, compared with $30,782,410.60 in January and $26,381,492.32 in February 1963.

Benefits paid in February totalled $50,127,421.02, compared with $46,411,645.40 in January and $58,741,718.11 in February 1963.

The balance of the Fund on February 29 was $21,691,479.99; on January 31 it was $42,895,204.45 and on February 28, 1963 it was $39,442,839.47.

* These do not necessarily relate to the investigations conducted during this period.

In a comparison of current unemployment insurance statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation. Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants."

A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process.

Monthly Report on Placement Operations of the NES

Local offices of the National Employment Service reported 74,800 placements during March. This was the largest number of placements during that month in any postwar year except 1962 and was 14.0 per cent above the average for the month in the preceding five years. Compared with March 1963, placements increased by 10.0 per cent.

The demand for male workers continued to account for the rising number of placements. Men placed in employment in March numbered 50,200, an increase of almost 17.0 per cent over the number in March last year. Most regions participated in the increase, but the largest increase was made in Quebec, where there was a marked rise in activity on projects under the Municipal Winter Works Incentive Program.

The number of female placements was 24,600, a decrease of 1.6 per cent from March 1963. This, however, was the smallest percentage decrease reported thus far in 1964 and, once again, reflected a reduction in the number of women placed in casual employment.

Placements that required the movement of workers between local office areas amounted to about 2,700. This total was some 700 smaller than in March 1963 and represented only 3.7 per cent of all placements, compared with 5.1 per cent in the same month last year.

Cumulative placements for the first quarter of the current calendar year amounted to close to 215,000, or 4.4 per cent above the total for the same period in 1963. Regional distributions and percentage of change were as follows:

	March 1964*		3 Months Ended March 1964*	
Atlantic	4,800	+ 2.8	15,300	+ 5.1
Quebec	23,300	+ 23.6	68,900	+ 11.2
Ontario	26,800	+ 1.9	74,700	— 2.5
Prairie	12,500	+ 9.3	36,000	+ 5.8
Pacific	7,300	+ 10.4	20,100	+ 7.3
Canada	74,800	+ 10.0	215,000	+ 4.4

* Totals may contain minor variations due to rounding.

The National Employment Service was notified by employers during the month of some 101,400 vacancies. This was an increase of 13.3 per cent over March 1963, and brought the cumulative total of vacancies notified during the first three months of 1964 to about 285,500. This figure has not been exceeded in any first quarter since 1947.

As might be expected from the placement figures, the increase in vacancies notified was concentrated among positions for male workers. There was a total of 66,600 male vacancies, up 22.3 per cent from March last year, and 34,800 female vacancies, a decrease of 0.8 per cent from the corresponding period in 1963.

Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB 2316, Feb. 26, 1964

Summary of the Main Facts: The claimant filed a renewal application for unemployment insurance benefit dated September 17, 1963. He had worked as a labourer for a construction company at a wage of $1.50 an hour from September 6, 1963 to September 10, 1963, when he was laid off as the project was completed. Previous to this employment, he had worked as a carpenter for another construction company at a wage of $2.25 an hour from March 1963 to August 17, 1963, when he was laid off because of lack of work.

On September 17 also, he applied to have his claim antedated to August 18 and said he had failed to make application for benefit at an earlier date because his employer had told him his insurance book was in the employment office and was "held up because the plate was wrong."

"I didn't know I could file a claim without my insurance book. I have claimed benefits for three years, 1957, 1959, 1962. I was always given my book when I was laid off and I filed my claim immediately," the claimant said.

In a letter dated September 21, 1963, the claimant stated that he had contacted his former employer who maintained the reason his book was not given to him until September 17 was that it was "held up in your office due to the name plate being improperly stamped. . . "

The insurance officer did not allow the antedate of the claim because the claimant had not established good cause for delay in making his claim (Regulation 150 and section 46(3) of the Act).

The claimant appealed to a board of referees in a letter dated October 2, 1963. The letter reads:

Enclosed is my insurance book, plus my new claim. My previous claim, according to your information, expired September 21. Therefore, I appeal your decision in not paying my postdated claim, on the grounds that my employer would not supply my book because of an error in your office of being improperly stamped. I have always been informed that in order to make a claim I must supply my insurance book. During this time I have been available for suitable employment in this area, of which at the present time there doesn't seem to be any.

However, I appeal my postdated claim in the event it is again denied . . . .

In a further letter on October 27, 1963, the claimant said he was unable to attend the appeal hearing on October 31 "for the main reason I haven't any money."

My reasons for asking for this appeal are as before stated: I was informed that you must present your insurance book when making a claim . . . As I have stated, I was informed by my employer that the reason he did not produce my insurance book at the time I was laid off was due to an error in your department, namely that the book name plate had the improper number stamped on the plate . . . .

The unanimous decision of the board of referees, which heard the case on October 31, 1963, reads:

. . . The claimant did not appear nor was he represented . . . .

It appears that he failed to make application for benefit before 17 September 1963 because, as he says, of the misplacement of his insurance book which, his employer told him, was held up at the employment office, and the claimant adds that he did not know he could file a claim without the book . . . . In fact, a claim could have been made in the absence of the book, and the book supplied at a later date, and we are not satisfied that the claimant has discharged the onus on him showing good cause why he did not file his claim on the date to which he now asks this board to antedate his claim, namely, 18 August 1963.

The appeal is dismissed.

The claimant wrote again on December 7, 1963 and mentioned, among other things, the inconvenience and hardship he had been caused by the disallowance of the antedate of his claim. On December 7, 1963 also, the claimant applied to the chairman of the board of referees for leave to appeal to the Umpire on the following grounds:

My appeal concerns the period I was unemployed, namely August 17 to November 18, 1963 . . . I was unemployed during the forementioned period and have been denied unemployment benefit; the reasons given me for this decision are unfounded. [My employer] maintains the book was mislaid by the Commission and when finally [he] presented the book one month later, it was improperly stamped. I think it is your responsibility to see employers stamp the employees' books during the period of employment.

Leave to appeal to the Umpire was granted to the claimant for the following reasons:

There appears to be some doubt in this case as to the circumstances surrounding the appellant's failure to apply for benefits at the earlier date in respect of which his claim is made. I allow his appeal to the Umpire because in my view this amounts to a special circumstance.

In a statement of observations for consideration by the Umpire, the Chief of the Adjudication Division of the Unemployment Insurance Commission said:

1. The reasons alleged by the claimant to explain why he was not in possession of his insurance book are not a relevant factor in this case.

2. The relevant factor, which is the claimant's alleged reason for his delay in making a claim, is that he thought he could not make a claim without having his insurance book. The claimant's lack of knowledge on this point could have been rectified by enquiring at the local office. The previous jurisprudence has held that this is the course which should be followed by a claimant under these circumstances and that his lack of knowledge, his indifference in this respect and his failure to make proper enquiries do not constitute good cause for a delay in filing his claim (CUBs 283, 508).

Considerations and Conclusions: The essential facts of this case are not in dispute and, as stated in effect in the above statement of observations, the unanimous decision of the board of referees, which is based on those facts, is also in accordance with the jurisprudence established by the Umpire in similar cases.

In view of the foregoing, I decide to confirm the decision of the board of referees and to dismiss the claimant's appeal.

Decision CUB 2318, Feb. 26, 1964

Summary of the Main Facts: The claimant filed an initial application (postal) for unemployment insurance benefit, dated May 21, 1963. According to the application, she had worked as a payroll clerk in Toronto from September 16, 1940 to May 3, 1963, when she separated from this employment to be married. In the confirmation of separation (Form UIC 479) the employer stated, in regard to the claimant's severance from employment: "Married and moved to Manitoba."

On June 27, the local office of the Commission wrote to the claimant and requested the following information:

(a) Name the type of work for which you are applying.

(b) Name the locality where you prefer to work.

Also, on your application you have indicated you are available for temporary or part-time work. Would you advise for what period of

time you are available for work, and how long you would work if you were offered suitable full-time employment. Are you available for work on the basis of a full working week. If not, on what days are you available for work. Also, would you advise the reason you are only available for temporary or part-time employment . . .

In her reply, dated June 29, the claimant said the type of work for which she was applying was "payroll clerk or clerical duties." For the locality where she would prefer to work she named the village where she was living. "I would prefer temporary or part-time work as my husband is on shift work until October and it would be more convenient to work 3 or 4 hours per day, any days of the week or every day. If I were offered full-time employment in this locality I may be able to work for any length of time," she wrote.

The insurance officer disqualified the claimant and suspended benefit from June 30, on the ground that she had failed to prove she was available for work, as required by section 54(2)(a) of the Act, inasmuch as she was restricting her acceptance of employment to an area where employment opportunities were so remote that her availability for employment was too limited to meet the requirements of the Act. The insurance officer notified the claimant of the disqualification in a letter dated July 8, 1963.

The claimant appealed to a board of referees on the following grounds:

1. I am available for work at any location including [two villages] and the general area in this region.

2. I am prepared to accept any general clerical work although my previous employment was as a payroll clerk.

3. I am available for part-time or full-time employment if either is available.

4. I have not refused to accept work at any location although my first preference would be [her village].

5. I have been employed for 22½ years with [previous employer] of Toronto and Montreal and have made unemployment insurance contributions during this period. The fact that my married residence in some way restricts the availability of work in comparison to the Toronto area should not be a detriment because I am prepared to travel a reasonable distance if work is available . . .

The insurance officer commented that the November 1962 edition of the Canada Railway Guide shows the population of [the two villages] as 222 and 564 respectively. The insurance officer did not remove the disqualification, as he thought the claimant had had a reasonable period of time to explore the limited employment opportunities for her in the area where she now resides.

A board of referees heard the case in Winnipeg on August 14, 1963. The claimant was neither present nor represented at the hearing. The unanimous decision of the board, dated August 19, 1963, reads:

. . . The board has considered the well-established jurisprudence of the Umpire which holds that under normal circumstances a claimant moving from a larger centre to a smaller centre is entitled to a period of time equal to one week for each previous year of employment. Under the particular circumstances of this case, the board is of the opinion that allowing a claimant twenty-three weeks to explore the possibilities of obtaining employment in her new area would be unreasonable. However, the board is of the opinion that the claimant should have been allowed a total period of time equal to ten weeks from the date on which she applied for benefit.

Accordingly the board holds that the claimant has proved that she was available for work as required by the Act from 30 June 1963. Therefore, the indefinite disqualification from receipt of benefit commencing 30 June 1963 is rescinded.

As above stated, the appeal is therefore allowed.

As the board of referees stated that the claimant should have been allowed a period of 10 weeks from the date on which she applied for benefit to explore the possibilities of obtaining employment in her area before being disqualified, the insurance officer rescinded the indefinite disqualification but re-imposed it effective July 28, 1963, the termination of the 10-week period.

The claimant applied to the chairman of the board of referees for leave to appeal to the Umpire on the following grounds:

I feel that the decision of the board of referees was unreasonable in only allowing me 10 weeks to find employment from the time I made application for benefit. Regarding grounds justifying leave to appeal to the Umpire they are as follows: (1) I have not refused to accept any type of work in the general area of [villages named in first appeal] and (2) Considering the fact that I did contribute to the Unemployment Insurance Fund since its existence or roughly for a period of 23 years, I feel that I should be entitled to more benefit than I have received to date, which is only nine weeks' benefit (3) If the jurisprudence of the Umpire holds that normally a claimant moving from a larger centre to a smaller centre is entitled to a period of time equal to one week for each previous year of employment, then I strongly feel that the decision of the board of referees in my particular case has been unfairly decided upon.

Leave to appeal to the Umpire was granted for the following reasons:

In my opinion this is a matter which might more properly be resolved by the Umpire. The reasoning of the board was that 23 weeks for a town the size of . . . was unreasonable because of the size of that town. However, the established jurisprudence is there and perhaps a clarification should be obtained. Accordingly, in view of the above, I feel that leave to appeal should be granted.

The employment branch supervisor of the local office, in a memorandum to the insurance branch supervisor dated October 22, stated that employment opportunities for a payroll clerk in the two villages were very limited. The largest industry in the area is a turkey eviscerating plant employing 40 to 60 workers, and this work is seasonal. Twenty-seven miles northwest is situated a pulp and paper mill that employs 385 male and 5 female workers. Any other existing employment opportunities for this occupation are situated 35 miles away or farther.

"It would be difficult for this applicant to find employment in this area under the registered occupation of payroll clerk. This difficulty would be compounded by the oncoming winter season," the memorandum stated.

In a memorandum dated November 7 to the regional claims officer, the employment branch supervisor of the local office said there was no record of vacancies in this office regarding this occupation of recent date. There were two firms where potential vacancies for this occupation might occur, but the records show very little staff turnover among female workers, and "from this we conclude that employment possibilities in these areas for a general clerk are quite limited."

The insurance branch supervisor wrote to the claimant on November 13 and requested the following information:

1. In what specific areas are you prepared to work?

2. Give the distance of each town from your home.

3. What transportation arrangements have you made to allow you to commute daily?

The claimant's reply dated November 15, 1963, reads:

1. I am prepared to work in the area of [her village and two others].

2. The distances from my home are 29 miles and roughly 35 miles.

3. If suitable employment is available, I could arrange transportation.

In the "Submission to Board of Referees" (Form UIC 571A) dated December 19, the insurance officer commented:

In deciding the claimant's appeal on the 14 August 1963, the board stated that the claimant should have been allowed a period of 10 weeks from the date on which she filed her claim for benefits to explore the possibilities of obtaining employment in her area. The insurance officer considered that the board's decision contained the implication that the disqualification under section 54(2)(a) of the Act for failure to prove her availability should be re-imposed from 28 July 1963. However, the conclusion of the board did not expressly re-impose the disqualification and clarification of this point is required as the claimant is contesting the disqualification as amended to commence 28 July 1963, and has appealed to the Umpire on this point.

In considering this case the board is also asked to consider the additional material submitted to the insurance officer after the date of the board's previous decision . . .

The case was reheard by a board of referees in Winnipeg on January 15, 1964. The claimant was neither present nor represented at the rehearing. The unanimous decision of the board reads:

The questions before the board are as follows:

1. Was the board's decision that the claimant should have been allowed a period of 10 weeks from the date on which she applied for benefit to explore the possibilities of obtaining employment in her area before being disqualified correctly interpreted by the insurance officer by re-imposing the indefinite disqualification from 28 July 1963, the termination of the 10-week period?

2. Does the information received subsequent to the board of referees' decision contain new facts? If so, what is their effect, if any, on the board's previous decision regarding the claimant's availability for work?

This matter had previously been before a board of referees composed of the same chairman but two different representatives. At that time the board held in essence that the claimant had only received six weeks in which to explore the possibilities of finding employment in the . . . area. The original board was of the opinion that a six-week period was not enough in view of the claimant's lengthy record of employment, that is, twenty-three years. However, it was also felt that the usual period of twenty-three weeks, that is, one week for each previous year of employment, would be unreasonable in view of the population of the area in which the claimant was now seeking work. Accordingly the first board held that the claimant should have been allowed a period of ten weeks. The board accordingly allowed the appeal but did not specifically advise that the disqualification was to be re-imposed after ten weeks had expired from the date of the claimant establishing a benefit period.

1. This board is of the opinion that the decision of the first board was correct, and that the interpretation of same by the insurance officer was also correct in that he re-imposed the indefinite disqualification as and from 28 July 1963, which was the termination of the ten-week period.

The board therefore holds, with respect to the first question, that the insurance officer's decision was correct.

2. The second question before the board is as stated in (2) above.

Since the date of the first board's decision, Exhibits 8, 9, 10 11 and 12 have been placed in the submission. The board has reviewed these exhibits, and it would appear that no new evidence has been presented.

There has been some more detailed evidence as to the employers in the area; and in Exhibit 12 the claimant has specified in slightly more detail the areas in which she would work . . . . However, the board notes that the same information was available to the first board in Exhibit 5 . . .

(*Continued on page 422*)

Wage Schedules Prepared and Contracts Awarded in March

Works of Construction, Remodelling, Repair or Demolition

During March the Department of Labour prepared 215 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and certain services. In the same period, a total of 154 contracts in these categories was awarded. Particulars of these contracts appear below.

In addition, 135 contracts not listed in this report and which contained the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation, Defence Construction (1951) Limited and the Departments of Defence Production, Northern Affairs and National Resources, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under this heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practices;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in March for the manufacture of supplies and equipment were as follows:

Department	*No. of Contracts*	*Aggregate Amount*
Defence Production	133	$455,458.00
Post Office	3	22,708.50
Public Works	1	9,225.00
Royal Canadian Mounted Police	4	2,586.84
Transport	8	50,045.10

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage deemed to be required in the execution of the work. These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classification to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is, however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(b) The working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then they shall be fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made in March

During March the sum of $12,304.18 was collected from 23 contractors for wage arrears due their employees as a result of the failure of the contractors, or their sub-contractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 131 workers concerned.

Contracts Containing Fair Wage Schedules Awarded in March

ATOMIC ENERGY OF CANADA LIMITED

Pinawa Man: Bird Construction Co Ltd, construction of hot cell facility bldg 300, Whiteshell NRE.

CENTRAL MORTGAGE AND HOUSING CORPORATION

Montreal Que: Alaska Painters Reg'd, redecoration of suites & public areas, Pavillon Mercier; Alaska Painters Reg'd, redecoration of suites, Villeray Terrace; Vallieres & Cusson Reg'd, redecoration of public areas, Place Gouin; Vallieres & Cusson Reg'd, redecoration of suites & public areas, St Georges Gardens; Alsco Montreal Inc, supply & installation of metal storm windows, Villeray Terrace; Alsco Montreal Inc, supply & installation of metal storm windows, Rosemount Apts; Sestock Construction Ltd, replacement of countertops & sinks, Benny Farm; Sestock Construction Ltd, replacement of countertops, sinks & kitchen & bathroom floor tiles, Villeray Terrace. *Ville St Laurent Que:* Duke Industries Inc, painting of suites & public areas, Park Royal Apts; Alsco Montreal Inc, supply & installation of metal storm windows, Park Royal Apts. *Ville St Michel Que:* Theo Mosselaer, tiling bathroom walls of Pie IX Boulevard Apartment Project. *Ottawa Ont:* Vroom Construction Ltd, construction of 72 housing units, site works & landscaping (FP 3/63). *Port Arthur Ont:* Noren Construction Ltd, construction of 32 semi-detached units, site works & landscaping (FP 2/63).

In addition, this Corporation awarded six contracts containing the General Fair Wages Clause.

DEPARTMENT OF CITIZENSHIP AND IMMIGRATION

James Bay Indian Agency Ont: A W Huffey, construction of underwater pipeline extension, Fort George C of E IRS. *Dauphin Indian Agency Man:* Inspiration Ltd, installation of water intake & pumphouse, Sandy Bay IRS. *Norway House Indian Agency Man:* F W Sawatzky Ltd, relocation of one-classroom school from The Pas to Cross Lake IR, Cross Lake IDS.

DEFENCE CONSTRUCTION (1951) LIMITED

Cornwallis N S: Fundy Construction Co Ltd, construction of additions to Bldgs Nos 34-8 & 34-13, HMCS *Cornwallis. Dartmouth N S:* Stuart Industries Ltd, repairs to doors of hangars & bldg, HMCS *Shearwater. Halifax NS:* Universal Electric, Division of Univex Electrical & Construction Engineering Ltd, installation of mechanical & electrical services, jetty No 1, HMC Dockyard. *Newport Corners N S:* Ruston & Hornsby Ltd, installation of diesel generator, RCNRS. *Camp Gagetown N B:* Roland E Delong, interior painting of barrack blocks. *Chatham N B:* Malach Roofing & Flooring Ltd, replacement of concrete floor in No 1 hangar, RCAF Station. *Bagotville Que:* J Euclide Perron Ltee, construction of classroom extensions to schools, RCAF Station; Planned Renovators Ltd, fire retardant painting, hangar No 6, RCAF Station; Lagendyk & Co Ltd, interior painting of bldgs, RCAF Station. *Longue Pointe Que:* Real Galarneau Inc, installation of electrical fire alarm system; Sestock Construction Ltd, alterations to Bldg No 7.

Quebec Que: Champagne Electric Ltd, rewiring & installation of fire alarm system, The Citadel. *Camp Borden Ont:* O/A International Painting & Decorating, interior painting of PMQs, RCAF Station; Fiber Plast Co Ltd, application of epoxy coating in messes; Jas Kemp Construction Ltd, extension to school bldg. *Clinton Ont:* F W Hill & Co, fire

retardant painting of barrack blocks. RCAF Station. *Meaford Ont:* Graham & Graham Ltd, construction of sewage lagoon. *Cold Lake Alta:* Peterson & Cowan, Division of Montgomery Elevator Co Ltd, repairs to passenger elevator in hangar No 1, RCAF Station. *Edmonton Alta:* Alph's Decorating Ltd, interior painting of various bldgs, Griesbach Barracks. *Aldergrove B C:* Canada Iron Foundries Ltd, installation of water tank, HMCS *Aldergrove. Chilliwack B C:* Hume & Rumble Ltd, supply & installation of electrical grounding system, Camp. *Esquimalt B C:* Luney Bros & Hamilton Ltd, replacement of roof & trusses, P & R T Bldg.

In addition, Defence Construction (1951) Limited awarded one contract containing the General Fair Wages Clause.

DEPARTMENT OF DEFENCE PRODUCTION

Dartmouth N S: Harrison Bros, interior painting, Bldg No D10A, RCN Armament Depot. *Halifax N S:* Charles W Marriott, restoration of Naval Cemetery, HMCS *Stadacona. Shannon Park N S:* Banfield & Miles Ltd, interior painting in married quarters. *Shearwater N S:* Tasco Sheet Metal & Roofing Co Ltd, repairs to flashings, etc, hangars "A", "B", & "C", RCN Air Station. *Centralia Ont:* Redburd Paint Contractors, interior fire retardant coating, barrack block No. 9, RCAF Station. *Downsview Ont:* Alexander & Son Ltd, fire retardant painting of air cargo facility bldg No. 3, plant 1, RCAF Station. *Port Arthur Ont:* Turcotte Painting Ltd, interior painting, Armoury. *Edmonton Alta:* Parkins Construction Ltd, general repairs & renovations to washrooms, etc, Prince of Wales Armouries. *Esquimalt B C:* Victoria Pile Driving Co Ltd, repairs to various jetties, harbour. *Vancouver B C:* Vancouver Pile Driving & Contracting Co Ltd, repairing jetty, 2nd & Discovery Streets.

In addition, this Department awarded 51 contracts containing the General Fair Wages Clause.

DEPARTMENT OF NORTHERN AFFAIRS AND NATIONAL RESOURCES

This Department awarded one contract containing the General Fair Wages Clause.

PROJECTS ASSISTED BY FEDERAL LOAN OR GRANT

Essex Ont: Keystone Contractors Ltd, construction of trunk sewer, pumping station, etc. *Port Arthur Ont:* Matthews Construction Co Ltd, construction of sewer. *Vaughan Township Ont:* Cafagna Bros Construction Ltd, construction of trunk sewer & water service to sewage treatment plant (West Don Sewer Area—No 1); James P Morgan Ltd, construction of pumping station & sewage treatment plant (West Don Sewer Area— No 1). *Brandon Man:* Pearson Construction Co Ltd, construction of pump lift stations; Patrick Construction Co Ltd, construction of sewer & water systems.

DEPARTMENT OF PUBLIC WORKS

Brig Bay Nfld: James E Shears, construction of post office bldg. *Clarke's Beach Nfld:* Saunders, Howell & Co Ltd, construction of post office bldg. *Creston Nfld:* Davis Construction Ltd, construction of post office bldg. *Grey River Nfld:* Roberts Bros, wharf extension. *Hampden Nfld:* Benson Builders Ltd, construction of post office bldg. *Hickman's Harbour Nfld:* Estate of A R Vardy, construction of post office bldg. *Isle-aux-Morts Nfld:* Beauchamp Hardware Ltd, construction of post office bldg. *King's Point Nfld:* Benson Builders Ltd, construction of post office bldg. *Manuels Nfld:* Empire Plumbing Heating & Construction Ltd, construction of post office bldg. *Musgravetown Nfld:* H Drover & Co Ltd, construction of post office bldg.

St Vincents Nfld: Wm A Trask Ltd, construction of wharf. *Seldom-Come-By Nfld:* Kevin Power, construction of post office bldg. *Trepassey Nfld:* Max Benson, construction of post office bldg. *Upper Island Cove Nfld:* Empire Plumbing Heating & Construction Ltd, construction of post office bldg. *Albany P E I:* Donald A MacPherson Construction, construction of post office bldg. *Souris P E I:* Maritime Dredging Ltd, harbour improvements. *Arichat N S:* Gerald J Forgeron, wharf repairs. *Aspen N S:* Fisher & Miller Construction, construction of post office bldg. *Belliveau's Cove N S:* Albert J LeBlanc, construction of post office bldg. *Blue Rocks (Sandy Cove) N S:* Mosher & Rawding Ltd, breakwater repairs. *Freeport N S:* E K Potter Ltd, construction of post office bldg.

Halifax N S: Mucon Cleaning Services Ltd, cleaning interior, Queen's Printer Bldg. *Havre Boucher N S:* Fisher & Miller Construction, construction of post office bldg. *Margaree Valley N S:* Gaudet & Chaisson, construction of post office bldg. *Merigomish N S:* Fraser, Mason & Fraser, construction of post office bldg. *Parrsboro N S:* R A Douglas

Ltd, breakwater repairs. *Port Maitland N S:* Jacob LeBlanc, construction of post office bldg. *Saulnierville N S:* T C Gorman (Nova Scotia) Ltd, harbour improvements. *Smith's Cove N S:* B A Alcorn, construction of post office bldg. *Grand Harbour N B:* McDowell & Cook, construction of post office bldg. *Juniper N B:* Clumac Construction Ltd, construction of post office bldg. *Riviere Verte N B:* Conturier Construction Ltd, construction of post office bldg.

Ste Anne de Madawaska N B: Ouellon Construction Ltd, construction of post office bldg. *St Antoine de Kent N B:* John Cormier & Son, construction of post office bldg. *St Jacques N B:* Conturier Construction Ltd, construction of post office bldg. *Seal Cove N B:* McDowell & Cook, construction of post office bldg. *Welshpool N B:* Cardinal Construction Ltd, construction of post office bldg. *Wilson's Beach N B:* Cardinal Construction Ltd, construction of post office bldg. *Youngs Cove Road N B:* Fowler Bros Building Contractors Ltd, construction of post office bldg. *Anse-au-Portage Que:* Georges Cauchon, modification to hoisting apparatus. *Baie Comeau Que:* Manik Construction Co Ltd, wharf improvement (ferry facilities). *Cadillac Que:* Guertin & Fils Ltee, construction of post office bldg.

Canton Tessier Que: Damase Gauthier, construction of post office bldg. *Chibougamau Que:* E R Ross Inc, addition & alterations to post office. *Guigues Que:* Napoleon Marseille, construction of post office bldg. *Grosses Roches Que:* Gerard Gauthier & Roger Gagne, construction of post office bldg. *Lac Coulonge (Davidson) Que:* Von Utilities Co, wharf construction. *Lac Mercier Que:* J M Cote, construction of wharf. *Montreal Que:* Nation-Wide Interior Maintenance Co Ltd, cleaning interior, Customs Examining Warehouse; Nation-Wide Interior Maintenance Co Ltd, cleaning windows of federal bldgs; Elite Entretien Enrg, cleaning interior, Post Station; Allied Building Services (1962) Ltd, cleaning interior, etc, Converters Bldg, 470 Legauchetiere Street West.

Mont St Gregoire Que: Omer Brault, construction of post office bldg. *Nouvelle Ouest Que:* A A Geraghty & Sons, construction of post office bldg. *Pointe au Pere Que:* McMullen & Gagnon Inc, harbour improvements for ferry terminal. *Quebec Que:* Entretiens Industriels & Sanitairies "Orleans" Enr, cleaning interior, Pollack Bldg. *Riviere-au-Dore Que:* Louis Dallaire & Fils Ltee, construction of post office bldg. *Ste Angele de Merici Que:* C Maurice Ross, construction of post office bldg. *Ste Anne du Lac Que:* La Cie de Construction "La Lievre Inc", construction of post office bldg. *St Fulgence Que:* Simon Gravel, construction of post office bldg. *St Leon de Chicoutimi Que:* Louis Dallaire & Fils Ltee, construction of post office bldg.

St Noel Que: Henri Dube, construction of post office bldg. *South Durham Que:* Jean Courchesne, construction of post office bldg. *Val Barette Que:* La Cie de Construction "La Lievre Inc", construction of post office bldg. *Apple Hill Ont:* J A Sauve Construction Ltd, construction of post office bldg. *Field Ont:* Boulanger & Tremblay Construction & Supply Ltd, construction of post office bldg. *Comber Ont:* Truax Bros, Ltd, construction of post office bldg. *Grand Bend Ont:* Eagleson Construction Co, construction of post office bldg. *Lancaster Ont:* Charles Nadeau, construction of post office bldg. *Martintown Ont:* J A Sauve Construction Ltd, construction of post office bldg.

Ottawa Ont: J R Statham Construction Ltd, general alterations to 2nd, 1st & basement floors, No 2 Temporary Bldg; Three-Star Cleaners, cleaning interior, Postal Station "E", (Glebe); Bedard Girard Ltd, improvements to wiring for outdoor lighting, Parliament Hill; Pillar Construction Ltd, alterations to Sir A Campbell Bldg, Confederation Heights. *Toronto Ont:* Taymac Building Services Ltd, cleaning interior, Mackenzie Bldg. *Fork River Man:* Freiheit Construction Ltd, construction of post office bldg. *Ochre River Man:* Freiheit Construction Ltd, construction of post office bldg. *Winnipeg Man:* Allied Building Services (1962) Ltd, cleaning interior, etc, Immigration Hall, 83 Maple Street; A E Johnson Cartage Ltd, removal of garbage, etc, from federal bldgs. *Banff Alta:* Wm Lange Construction Ltd, construction of public convenience station.

Glenwood Alta: Jason Construction Ltd, construction of school & motel teacherage. *New Denver B C:* F J McLeod Ltd, construction of post office bldg. *Radium Junction B C:* A E Jones Co Ltd, construction of post office bldg. *Vancouver B C:* Modern Building Cleaning Service of Canada Ltd, cleaning interior, General Post Office; Modern Building Cleaning Service of Canada Ltd, cleaning windows of federal bldgs. *Pine Point Road N W T:* B G Linton Construction Ltd, right-of-way clearing, Little Buffalo River to Hay River. *Yellowknife N W T:* Solar Construction Co Ltd, construction of classroom addition & mining shop, Sir John Franklin School.

In addition, this Department awarded 49 contracts containing the General Fair Wages Clause.

THE ST LAWRENCE SEAWAY AUTHORITY

Beauharnois Que: Annett Chemicals Ltd, grouting at Beauharnois Locks. near Montreal *Que:* Charles Duranceau Ltee, placing riprap along canal banks between St Lambert & Cote Ste Catherine & reclamation fill on south shore properties, Brossardville. *St Catharines Ont:* Peel Construction Co Ltd, construction of east side haulage road, section 3 (Read Road to Eastchester Avenue); Peel Construction Co Ltd. construction of east side haulage road, section 2 (Lakeshore Road to Read Road); Nadeco Ltd, pressure grouting, Pond Bridge "A", Welland Canal; The George Campbell Co Ltd, construction of east side haulage road, section 5 (Dorr Road to Glendale Avenue). *St Catharines, Thorold & Port Colborne Ont:* Cem-Chem Grouting Ltd, grouting Locks 4, 5 & 8, Welland Canal.

DEPARTMENT OF TRANSPORT

Deer Lake Nfld: Nordbec Construction Inc, construction of non directional beacon bldg, entrance road & related work. *Mill Village N S:* Diamond Construction (1961) Ltd, site preparation & road construction for satellite communication earth station. *Moncton (Scoudouc) N B:* Industrial Construction Co Ltd, extensions & modifications to VOR Bldg for TACAN installation. *Sept Iles Que:* Amos Electric Enrg. installation of emergency power unit & related work, transmitter bldg. *Saskatoon Sask:* Modern Building Cleaning Service of Canada Ltd, cleaning Air Terminal Bldg, Airport. *Fort Nelson B C:* Byrnes & Hall Construction Ltd, construction of Operations Bldg & related work.

In addition, this Department awarded 27 contracts containing the General Fair Wages Clause.

Well-Known Canadian Geologist, Dr. Alice Wilson Dead at 83

Dr. Alice Wilson, noted geologist, died in Ottawa on April 15 at the age of 83.

At the turn of the century, geology was considered a "male" occupation. By dint of perseverance in study and work, Dr. Wilson proved that women also had a claim to the profession.

In 1909 she became the first woman to be hired in a professional capacity by the Geological Survey of Canada. In 1938 she was the first woman to be named Fellow of the Royal Society of Canada. And in 1960 she was the first woman to receive an honourary Doctor of Laws degree from Carleton University.

Dr. Wilson had taken her Ph.D. at the University of Chicago on a Canadian Federation of University Women scholarship. The honour of Member of the British Empire was conferred upon her in 1934.

Dr. Wilson was born at Cobourg, Ont., and studied at the universities of Toronto and Chicago. She was on the staff of the Geological Survey of Canada from 1909 to 1946, and lectured at Carleton University from 1948 to 1958.

Decisions of Umpire

(*Continued from 417*)

In view of the above, the board is of the opinion that the information received subsequent to the first decision does not contain any new facts.

It is the board's opinion that this matter should still be adjudicated on by the Umpire insofar as it relates to the period of time in which the claimant should have been allowed an opportunity to find work in her new location.

The case was placed before the Umpire for a decision.

Considerations and Conclusions: Availability for work is a question of fact which must be examined in the light of the particular circumstances of each case, and I consider that, in view of the very small size of the localities involved in the present case, a period of ten weeks from the date on which the claimant had applied for benefit constituted a reasonable period in which to explore the labour market of the area in question.

I consequently decide to confirm the unanimous decision of the board of referees and to dismiss the claimant's appeal.

PRICE INDEX

Consumer Price Index, April 1964

The consumer price index (1949=100) rose 0.3 per cent to 135.0 in April from 134.6 in March and thus was 2.0 per cent above the April 1963 index of 132.3. Higher prices in five of the seven main component groups exceeded declines in the transportation, and recreation and reading components.

The food index advanced 0.4 per cent to 131.8 from 131.3. Higher prices were reported for a variety of items, including fruits, beef, poultry, coffee, milk, ice cream, flour, soda crackers, macaroni, shortening and some vegetables. Prices were lower for sugar, bread, cookies, eggs, a few vegetables and some cuts of meat.

The housing index increased 0.2 per cent to 137.8 from 137.5. The shelter index was up 0.2 per cent on higher prices for repairs. The household operation component rose 0.3 per cent because of higher prices for furniture, appliances, utensils and equipment. Prices were down slightly for floor coverings and household supplies.

The clothing index advanced 0.4 per cent to 119.1 from 118.6. Higher prices were reported for men's and women's wear, piece goods, footwear and jewellery. Prices for children's wear were lower.

The transportation index eased down 0.1 per cent to 142.8 from 143.0. Prices were higher for motor oil in some cities but the increases were outweighed by lower prices for new cars.

The health and personal care index rose 0.7 per cent to 166.5 from 165.4. The health care component advanced 0.9 per cent as doctors' and dentists' fees and optical care costs were generally higher.

The recreation and reading index decreased 0.9 per cent to 151.0 from 152.3. Higher prices for newspapers in some cities were outweighed by lower subscription rates for certain magazines.

The tobacco and alcohol index edged up 0.1 per cent to 119.5 from 119.4 as a result of higher liquor prices in Western Canada and New Brunswick.

In April 1963 group indexes were: food 128.9, housing 136.0, clothing 115.7, transportation 139.2, health and personal care 162.1, recreation and reading 148.0, and tobacco and alcohol 117.9.

City Consumer Price Indexes, March 1964

Between February and March consumer price indexes (1949=100) rose in five of the ten regional cities, fell in three, and remained unchanged in two.

Food indexes fell in six cities and rose in four; the changes ranged from a drop of 1.0 per cent in St. John's to a rise of 0.6 per cent in Edmonton-Calgary. Housing indexes increased in eight cities, declined in one, and remained constant in one. Nine cities experienced higher indexes for clothing; the remaining one was unchanged. In the transportation component there were two cities with higher indexes, seven with lower indexes, and one with no change. Health and personal care indexes were higher in four cities, lower in two, and unchanged in four. The indexes for recreation and reading were unchanged in eight cities; in the other two they increased fractionally. The tobacco and alcohol index rose in Winnipeg; in all other cities it was unchanged.

Regional consumer price index point changes between February and March were: Ottawa +0.5 to 135.5; Toronto +0.4 to 136.4; Vancouver +0.4 to 132.1; Winnipeg +0.3 to 131.7; Edmonton-Calgary +0.1 to 127.8; St. John's —0.4 to 120.4†+5 Montreal —0.2 to 134.5; Saskatoon-Regina —0.1 to 128.9. Halifax and Saint John remained unchanged at 131.6 and 134.3 respectively.

Wholesale Price Index, March 1964

In March, Canada's general wholesale index (1935-39=100) declined 0.2 per cent to 245.6 from 246.1 in February but was 1.3 per cent above the March 1963 index of 242.4.

Four major commodity group indexes increased, two decreased and two were unchanged.

The vegetable products group index of 227.7 in March was 1.5 per cent below the February index of 231.2. The nonmetallic minerals products group index was 191.5, practically unchanged from 191.6 a month earlier.

Increases in four of the major commodity group indexes were not sufficient to offset these two declines. The animal products group index moved up 0.3 per cent to 249.3 from 248.6 in February, the textiles products group index rose 0.2 per cent to 249.6 from 249.2, the wood products group index increased 0.2 per cent to 330.9 from 330.3, and the non-ferrous metals products group index was up 0.1 per cent to 201.5 from 201.2.

The iron products group index remained at 255.0, and the chemical products group index at 190.1.

The index of Canadian farm product prices at terminal markets (1935-39=100) eased 0.05 per cent, from 214.6 to 214.5, in the four weeks ended March 26. The field products index rose 0.4 per cent, from

† On base June 1951=100.

165.0 to 165.7, and the animal products index declined 0.4 per cent, from 264.3 to 263.3.

U.S. Consumer Price Index, March 1964

The United States consumer price index (1957-59=100) rose slightly in March, recovering the decline in February. The March index was 107.7, the same as January's.

Increases in the prices of gasoline and women's clothing offset small declines in the prices of some foods, notably meat and eggs.

Since March 1963, the index has risen from 106.2, a rise of 1.4 points.

British Index of Retail Prices, Feb. 1964

The British index of retail prices (Jan. 16, 1962=100) rose to 104.8 in mid-February from 104.7 in mid-January. In February 1963 it was 103.6.

The food index remained unchanged during the month.

In 1963, the average level of retail prices rose by nearly 2 per cent, compared with rises of more than 2.5 per cent in 1962, about 4.5 per cent in 1961, and just over 2 per cent in 1960. The average index for the 12 months ended in January 1964 was 2 per cent higher than the average for the previous 12 months.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE. List No. 187

ACCIDENT PREVENTION

1. GREAT BRITAIN. MINISTRY OF LABOUR. *Drilling Machines; Fencing of Spindles and Attachments.* London, HMSO, 1963. Pp. 16.

2. WILLIAMS, JOHN L. *Organising Workplace Safety.* London, L.R.D. Publications, 1963. Pp. 20.

ANNUAL REPORTS

3. QUEBEC (PROV.). DEPARTMENT OF LABOUR. *General Report . . . on . . . Activities . . . during the Financial Year ending March 31, 1963. Rapport général . . . sur l'activité . . . durant l'année financière terminée le 31 mars, 1963.* Québec, Queen's Printer (Imprimeur de la Reine), 1963, Pp. 151. (Text in French and English.)

4. U.S. BUREAU OF LABOR-MANAGEMENT REPORTS. *Summary of Operations, 1963.* Washington, GPO, 1963. Pp. 42.

Contains information about reports from unions as required under the Labor-Management Reporting and Disclosure Act of 1959. Information is provided concerning trusteeships, union elections, enforcement of the Act, etc.

5. U.S. NATIONAL LABOR RELATIONS BOARD. *Twenty-seventh Annual Report for the Fiscal Year ended June 30, 1962.* Washington, GPO, 1963. Pp. 283.

BUSINESS

6. CANADA. DEPARTMENT OF TRADE AND COMMERCE. SMALL BUSINESS BRANCH. *Courses for Businessmen; a Guide to Evening Courses, Seminars and Correspondence Courses offered by Canadian Educational Institutions.* Ottawa, Queen's Printer, 1962. Pp. 40. (Part of text in French).

7. CANADA. DEPARTMENT OF TRADE AND COMMERCE. SMALL BUSINESS BRANCH. *Federal Services for Business; Spotlighting Services Available from Federal Government Departments and Agencies.* [Ottawa 1962?] Pp. 81.

8. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Managing Foreign-Base Corporations* [by Enid Baird Lovell. New York, 1963] Pp. 142.

"This research report is concerned with the special operating and management problems that are encountered when a United States parent company uses a foreign-base or tax-haven subsidiary to carry on part or all of its exports, foreign licensing, or overseas investment functions." Reference is made to the probable effect of the U.S. Revenue Act of 1962 on various base-company activities and policies.

ECONOMIC CONDITIONS

9. GREAT BRITAIN. DEPARTMENT OF INDUSTRY, TRADE AND REGIONAL DEVELOPMENT. *The North East; a Programme for Regional Development.* London, HMSO, 1963. Pp. 48.

10. GREAT BRITAIN. NATIONAL ECONOMIC DEVELOPMENT COUNCIL. *Conditions Favourable to Faster Growth.* London, HMSO, 1963. Pp. 54.

Contents: Education and Economic Growth. Mobility and Redundancy, Regional Questions. Balance of Payments Policies. Taxation. Level of Demand Prices and Income. Government, Management and Trade Unions.

11. ORGANIZATION FOR ECONOMIC COOPERATION AND DEVELOPMENT. *Economic Surveys: Spain.* June 1963. Paris, 1963. Pp. 42.

12. SCOTLAND. SCOTTISH DEVELOPMENT DEPARTMENT. *Central Scotland; a Programme for Development and Growth.* Edinburgh, HMSO, 1963. Pp. [47]

EDUCATION

13. UNITED NATIONS EDUCATIONAL, SCIENTIFIC AND CULTURAL ORGANIZATION. *New Methods and Techniques in Education.* Paris, 1963. Pp. 51.

14. UNITED NATIONS EDUCATIONAL, SCIENTIFIC AND CULTURAL ORGANIZATION. *Secondary Technical and Vocational Education in Underdeveloped Countries.* Paris, 1959. Pp. 34.

15. U.S. BUREAU OF LABOR STATISTICS. MIDDLE ATLANTIC REGION. *Factbook on the School Dropout in the World of Work.* New York, 1963. Pp. 19.

16. U.S. OFFICE OF EDUCATION. DIVISION OF HIGHER EDUCATION. *Guide to Undergraduate Programs in Mathematics* [by] Clarence B. Lindquist. Washington, GPO, 1963. Pp. 25.

EMPLOYMENT MANAGEMENT

17. INTERNATIONAL LABOUR ORGANIZATION. *Report to the Government of India on the Organization and Development of a Government Personnel Management Advisory Service.* Geneva, International Labour Office, 1963. Pp. 53.

18. TRADES UNION CONGRESS. *An Outline of Work Study and Payment by Results.* London, 1963. Pp. 24.

A brief description of work study and its relationship to payment by result systems, written for trade union representatives.

19. WEAVER, LEON HIRAM, Ed. *Industrial Personnel Security, Cases and Materials.* Springfield, Ill., Charles C. Thomas, Publisher [c1964] Pp. 636.

This book is intended for those people engaged in personnel administration in industry. It contains case material dealing with such matters as loyalty, security, and personal suitability, etc. There is an examination of security measures in both the federal government and in industry in the U.S.

ENGINEERS

20. CONFERENCE OF ENGINEERING SOCIETIES OF WESTERN EUROPE AND THE UNITED STATES OF AMERICA. *Report on Education and Training of Professional Engineers.* [Brussels, 1960?] 3 volumes.

Contents: v. 1. Introduction and a Description of the Systems of Engineering Education in EUSEC and OEEC Countries. v.2. A Comparative Study of Engineering Education and Training in EUSEC and OEEC Countries. v.3. Glossary of Terms used in Engineering Education and Training in EUSEC and OEEC Countries.

21. WEISS, HAROLD. *Technically Speaking: Oral Communication for Engineers, Scientists, and Technical Personnel* [by] Harold Weiss and J. B. McGrath, Jr. New York, McGraw-Hill, 1963. Pp. 254.

". . . Contains theoretical material and information, a series of cases in point, and a number of exercises designed to teach the principles and methods of good oral communication."

INDUSTRIAL RELATIONS

22. INTERNATIONAL LABOUR ORGANIZATION. *Basic Agreements and Joint Statements on Labour-Management Relations.* Geneva, International Labour Office, 1963. Pp. 123.

Contains a number of basic agreements and joint statements of policy and principle on labour-management relations, voluntarily agreed upon by the central employers' and workers' organizations of a number of member countries of the ILO.

23. SOMERS, GERALD GEORGE. *Constancy and Change in Industrial Relations Research Programs.* [Madison, Wis., University of Wisconsin, Industrial Relations Research Center, 1963?] Pp. 5.

A brief examination of the trends in university industrial relations research under three headings: subject matter, objectives, and methodology.

24. ULMAN, LLOYD. *The Labor Policy of the Kennedy Administration.* Berkeley, University of California, Institute of Industrial Relations, 1963. Pp. 15.

INDUSTRY—LOCATION

The following 19 Surveys were issued in 1963 in Edmonton by the Industrial Development Branch of the Department of Industry and Development of the Province of Alberta.

25. *Town of Bassano.* Rev. October 1963. Pp. 13.

26. *Town of Beaverlodge.* Rev. December 1963. Pp. 12.

27. *Village of Berwyn.* Rev. August 1963. Pp. 9.

28. *Village of Bowden.* Rev. October 1963. Pp. 12.

29. *Town of Cardston.* Rev. August 1963. Pp. 13.

30. *Town of Claresholm.* Rev. November 1963. Pp. 14.

31. *Town of Daysland.* Rev. October 1963. Pp. 11.

32. *Town of Elk Point.* Rev. October 1963. Pp. 14.

33. *Town of Falker.* Rev. August 1963. Pp. 9.

34. *Village of Hythe.* Rev. October 1963. Pp. 10.

35. *Town of Manning.* Rev. October 1963. Pp. 11.

36. *City of Medicine Hat.* Rev. September 1963. Pp. 16.

37. *Town of Raymond.* Rev. October 1963. Pp. 14.

38. *Town of Redcliffe.* Rev. November 1963. Pp. 10.

39. *Town of Taber.* Rev. May 1963. Pp. 19.

40. *Town of Vauxhall.* Rev. August 1962. Pp. 12.

41. *Town of Vegreville.* Rev. October 1963. Pp. 12.

42. *Town of Vermilion.* Rev. October 1963. Pp. 16.

43. *Village of Warspite.* Rev. February 1963. Pp. 8.

44. BRITISH COLUMBIA. BUREAU OF ECONOMICS AND STATISTICS. *Fernie and District; an Economic Survey, August 1963.* Victoria, 1963. Pp. 57.

Contains an inventory of resources of Fernie District, market research into potential manufacturing industries, and a sampling survey of businesses in the district.

45. ONTARIO. DEPARTMENT OF ECONOMICS AND DEVELOPMENT. *Georgian Bay Region; Economic Survey.* Rev. ed. Toronto, 1963. Pp. 132.

LABOUR SUPPLY

46. BUREAU OF NATIONAL AFFAIRS, WASHINGTON, D.C. *Effective Utilization of Manpower.* Washington, 1963. Pp. 13.

Personnel and industrial relations executives tell how their firms are making effective use of manpower. They also express opinions on the chief causes of manpower waste.

47. U.S. CONGRESS. JOINT ECONOMIC COMMITTEE. *Measuring Employment and Unemployment. Hearings before the Subcommittee on Economic Statistics of the Joint Economic Committee, Congress of the United States, Eighty-eighth Congress, First Session, pursuant to Sec. 5(a) of Public Law 304, 79th Congress.* Washington, GPO, 1963. Pp. 129.

Hearings held June 6-7, 1963. These hearings were held to consider the Report of the President's Committee to Appraise Employment and Unemployment Statistics. The title of the report was, *Measuring Employment and Unemployment.*

LABOURING CLASSES

48. BARBASH, JACK. *Prospects for Future Union Growth, the Union Leadership Factor.* [Madison, Wisc., University of Wisconsin, Industrial Relations Research Center, 1963?] Pp. 11.

The author suggests changes in the thinking of union leaders if they wish to maintain and increase the membership of their unions.

49. BELBIN, R. M. *Inspection and Human Efficiency.* London, Information Division, Dept. of Scientific and Industrial Research, 1963. Pp. 12.

50. CLAGUE, EWAN. *The Shorter Workweek—Factual Background. [Address] before the Second Annual Labour-Management Conference, Minneapolis, Minnesota, May 10, 1963.* [Washington, U.S. Bureau of Labor Statistics, 1963] Pp. 11.

The Commissioner of Labor Statistics, U.S. Department of Labor, examines the workweek which prevails today and concludes that it will decline slowly in the next decade.

51. CONFERENCE ON AUTOMATION AND SOCIAL CHANGE, TORONTO, 1963. *Automation and Social Change; [Proceedings.* Toronto, n.p., 1963] Pp. 244.

Conference held September 17, 18, and 19 and sponsored by the Ontario Departments of Economics and Development, Education, Labour and the Ontario Economic Council.

The conference dealt with the impact of automation on technological change in Canada, on labour-management relations, and on manpower training. One result of the conference was the establishment of the Foundation on Automation and Employment by the Ontario Government.

52. FERMAN, LOUIS ABBOTT. *Death of a Newspaper: the Story of the Detroit Times; a Study of Job Dislocation Among Newspaper Workers in a Depressed Labor Market.* Kalamazoo, Mich., W. E. Upjohn Institute for Employment Research, 1963. Pp. 63.

The employees of the *Detroit Times* newspaper were notified of their discharge and of the newspaper's shutdown when they received a telegram around 3 o'clock on the morning of November 7, 1960. This study reports the re-employment and unemployment experiences of some of the ex-Times workers.

53. GILADI, ISRAEL. *Labour Laws in Israel.* Tel-Aviv, Afro-Asian Institute for Labour Studies and Co-operation, 1962. Pp. 125.

54. U.S. BUREAU OF LABOR STANDARDS. *. . . A Guide to Community Efforts to improve Conditions for Agricultural Migrants . . . .* Washington, GPO, 1963. Pp. 14.

55. U.S. BUREAU OF LABOR STATISTICS *Employee Earnings in Retail Trade, June 1962.* Washington, GPO, 1963. Pp. 69.

56. U.S. BUREAU OF LABOR STATISTICS. *Injuries and Accident Causes in Logging Operations.* Washington, GPO, 1963. Pp. 147.

OCCUPATIONS

57. U.S. NATIONAL PARK SERVICE. *A Plan for the Man: a Tool to Unleash Creativity and Potential in the National Park Service; [Management Development Program.* Washington, GPO, 1963] Pp. 71.

Outlines a management development program.

58. WORLD CONFEDERATION OF ORGANIZATIONS OF THE TEACHING PROFESSION. *Conditions of Work for Quality Teaching; 1963 WCOTP Theme Study developed by Member Organizations and presented to the 12th Assembly of Delegates, Rio de Janeiro, August 1963.* Washington, 1963. Pp. 149.

A questionnaire on conditions of work for quality teaching was submitted to member countries of WCTOP. This study contains a synthesis of reports of national members as well as reports from individual member associations.

WOMEN

59. PENNEY, (MRS.) R. J. *The Rural Woman and Continuing Education.* Ottawa, Canada, Dept. of Labour, Women's Bureau, 1963. Pp. 3.

60. WRIGHT, FRANCES L. *The Personnel Supervisor of a Large Insurance Company speaks to Girls.* Ottawa, Canada Dept. of Labour, Women's Bureau, 1964. Pp. 4. (Women's Bureau Bulletin No. 12, March 1964).

The author, Supervisor of the Personnel Department, Sun Life Assurance Company of Canada, gave this talk at a Careers Conference for McGill University co-eds sponsored by the University's Alumnae Society.

61. ZAPOLEON, MARGUERITE (WYKOFF). *Girls and their Futures.* Chicago, Science Research Associates, 1962. Pp. 48.

The author advises girls how to plan for their futures while they are still in high school.

MISCELLANEOUS

62. AUSTRALIA. DEPARTMENT OF LABOUR AND NATIONAL SERVICE. INDUSTRIAL SERVICES DIVISION. *Colour in Factory and Office. Rev. ed.* Sydney, 1963. 1 volume (unpaged).

63. CANADA. NATIONAL ENERGY BOARD. *Short-Term Energy Forecast, 1960-1966.* Ottawa, Queen's Printer, 1963. Pp. 16.

Contains a brief history of Canadian energy consumption and fuel summaries of petroleum, natural gas, coal and coke, and electrical energy.

64. CANADIAN BAR ASSOCIATION. *Papers presented at the Annual Meeting, Banff, 1963.* [Toronto, CCH Canadian Limited, 1963] Pp. 12, 535.

"Consolidated index to papers presented at annual meetings, 1954-1963." 12p. at beginning of book.

Some of the topics discussed at this meeting were: anti-discrimination legislation, methods of compensation used in the English nationalization statutes, diminished responsibility, law schools and legal ethics, etc.

65. CORNING, MARY E. *Country Reports on the Organization of Scientific Research: United States.* Paris, Organization for Economic Cooperation and Development, 1963. Pp. [96]

66. GALBRAITH, JOHN ALEXANDER. *The Economics of Banking Operations; A Canadian Study.* Montreal, McGill University Press, 1963. Pp. 510.

Contents: The Nature and Consequences of Domestic Banking Operations. The Economics of Banking "Output". Competition, Profits, and the Capital Accounts. Interregional Banking Transactions and Operations. International Banking Transactions and Operations. Government Financial Operations. Central Banking.

67. INTERNATIONAL SEMINAR ON EMPLOYMENT OF THE DISABLED, ZAGREB AND DUBROVNIK, YUGOSLAVIA, 1960. [*Proceedings.* Paris, World Veterans Federation, 1962] Pp. 115.

Seminar held in Yugoslavia, May 16-24, 1960 and organized by the World Veterans Federation in co-operation with the Government of Yugoslavia and with the participation of the International Labour Office.

68. U.S. DEPARTMENT OF THE ARMY. *Carpentry and Building Construction.* Washington, GPO, 1960 [i.e. 1961] Pp. 198.

Provides information for maintaining, repairing, and constructing buildings and other wooden structures. Includes information on prefabriated buildings, such as the proper erection, organization of the building crew, time ratio, and recommended procedures.

69. VORONITSIN, K. I. *Noise, Vibration and Escape of Exhaust Gases in Power Saws,* by K. I. Voronitsin [and others] Geneva, United Nations, 1962. Pp. 19.

At head of title: Economic Commission for Europe. Timber Committee, Food and Agriculture Organization. European Forestry Commission, Joint Committee on Forest Working Techniques and Training of Forest Workers (in collaboration with the ILO).

" . . . Analyzes present vibration and noise levels and suggests various measures to reduce harmful effects on power saw operators."

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LABOUR STATISTICS

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A—Labour Force

TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED APRIL 18, 1964

(estimates in thousands)

SOURCE: DBS Labour Force Survey

	Canada	Atlantic Region	Quebec	Ontario	Prairie Region	British Columbia
The Labour Force	6,763	594	1,908	2,485	1,147	629
Men	4,849	439	1,384	1,735	840	451
Women	1,914	155	524	750	307	178
14-19 years	591	57	184	191	109	50
20-24 years	870	91	302	278	135	64
25-44 years	3,027	240	865	1,135	496	291
45-64 years	2,057	186	508	789	367	207
65 years and over	218	20	49	92	40	17
Employed	6,360	522	1,752	2,396	1,094	596
Men	4,504	371	1,247	1,664	794	428
Women	1,856	151	505	732	300	168
Agriculture	596	37	114	149	280	16
Non-agriculture	5,764	485	1,638	2,247	814	580
Paid Workers	5,236	427	1,481	2,059	748	521
Men	3,568	288	1,023	1,390	497	370
Women	1,668	139	458	669	251	151
Unemployed	403	72	156	89	53	33
Men	345	68	137	71	46	23
Women	58	*	19	18	*	10
Persons not in the Labour Force	5,914	686	1,743	1,934	1,003	548
Men	1,444	199	416	442	245	142
Women	4,470	487	1,327	1,492	758	406

*Less than 10,000.

TABLE A-2—AGE, SEX AND MARITAL STATUS, WEEK ENDED APRIL 18, 1964, CANADA

(estimates in thousands)

SOURCE: DBS Labour Force Survey

—	Total	14–19 years all persons	20–64 years				65 years and over all persons
			Men		Women		
			Married	Other	Married	Other	
Population 14 years of age and over[1]	12,677	1,990	3,645	998	3,759	930	1,355
Labour force	6,763	591	3,504	838	953	659	218
Employed	6,360	522	3,321	736	934	639	208
Unemployed	403	69	183	102	19	20	10
Not in labour force	5,914	1,399	141	160	2,806	271	1,137
Participation rate[2]							
1964, April 18	53.3	29.7	96.1	84.0	25.4	70.9	16.1
March 21	53.2	29.7	95.8	83.3	25.1	71.4	15.9
Unemployment rate[3]							
1964, April 18	6.0	11.7	5.2	12.2	2.0	3.0	4.6
March 21	6.8	12.9	6.1	13.8	2.2	2.8	6.0

[1] Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.

[2] The labour force as a percentage of the population 14 years of age and over.

[3] The unemployed as a percentage of the labour force.

TABLE A-3—UNEMPLOYED, WEEK ENDED APRIL 18, 1964

(estimates in thousands)

SOURCE: DBS Labour Force Survey

—	April 1964	March 1964	April 1963
Total Unemployed	403	456	462
On temporary layoff up to 30 days	23	30	22
Without work and seeking work	380	426	440
Seeking full-time work	365	409	421
Seeking part-time work	15	17	19
Seeking under 1 month	72	82	68
Seeking 1-3 months	123	165	140
Seeking 4-6 months	123	121	156
Seeking more than 6 months	62	58	76

B—Labour Income

TABLE B-1—ESTIMATES OF LABOUR INCOME, BY INDUSTRY

(Revised)

Year and Month	Monthly Totals			Quarterly Totals[1]						
	Mining	Manufacturing	Transportation, Storage and Communication[2]	Forestry	Construction	Public utilities	Trade	Finance and Services (including Government)	Supplementary Labour income	Totals[3]
1959—Total....	552	5,096	1,785	288	1,279	332	2,528	4,652	743	17,459
1960—Total....	563	5,246	1,809	323	1,214	343	2,640	5,100	794	18,245
1961—Total....	542	5,306	1,862	283	1,252	354	2,740	5,612	820	18,989
1962—Total....	559	5,704	1,908	297	1,345	376	2,881	6,049	837	20,183
1963—Total....	573	6,052	2,008	312	1,409	402	3,089	6,606	867	21,550
1963—										
February.....	46.8	479.6	157.8	63.8	276.8	95.4	731.3	1,590.6	210.9	1,678.5
March.....	46.0	484.9	156.5	.....	.....	.....	.....	.....	.....	1,692.9
April.....	45.8	494.0	160.9	.....	.....	.....	.....	.....	.....	1,726.6
May.....	47.9	504.9	165.7	66.7	349.3	100.3	763.1	1,652.9	215.8	1,789.4
June.....	48.3	513.6	169.9	.....	.....	.....	.....	.....	.....	1,843.2
July.....	49.0	500.1	172.4	.....	.....	.....	.....	.....	.....	1,815.8
August.....	48.9	513.8	181.7	91.0	417.6	103.8	780.6	1,659.3	219.5	1,861.4
September...	49.1	522.9	172.5	.....	.....	.....	.....	.....	.....	1,889.2
October.....	48.7	522.4	172.8	.....	.....	.....	.....	.....	.....	1,879.6
November...	48.3	523.8	172.2	90.8	364.9	102.1	814.3	1,702.8	220.9	1,861.5
December....	48.0	516.7	166.6	.....	.....	.....	.....	.....	.....	1,824.6
1964—										
January*.....	48.5	520.7	168.6	.....	.....	.....	.....	.....	.....	1,816.7
February†....	48.7	524.2	165.8	.....	.....	.....	.....	.....	.....	1,824.3
Seasonally Adjusted										
1959—Total....	552	5,096	1,785	288	1,279	332	2,528	4,652	743	17,459
1960—Total....	563	5,246	1,809	323	1,214	343	2,640	5,100	794	18,245
1961—Total....	542	5,306	1,862	283	1,252	354	2,740	5,612	820	18,989
1962—Total....	559	5,704	1,908	297	1,345	376	2,881	6,049	837	20,183
1963—Total....	573	6,052	2,008	312	1,409	402	3,089	6,606	867	21,550
1963—										
February.....	47.6	491.6	163.5	74.2	350.5	98.1	749.7	1,604.8	214.1	1,747.6
March.....	47.1	494.2	163.7	.....	.....	.....	.....	.....	.....	1,755.0
April.....	47.5	496.7	164.8	.....	.....	.....	.....	.....	.....	1,766.3
May.....	47.5	499.2	164.7	77.8	347.8	100.2	762.6	1,624.4	215.6	1,773.0
June.....	47.3	499.8	165.3	.....	.....	.....	.....	.....	.....	1,780.4
July.....	47.5	499.1	165.2	.....	.....	.....	.....	.....	.....	1,784.6
August.....	47.8	505.3	174.5	80.6	347.0	100.8	780.0	1,671.7	217.5	1,816.8
September...	48.3	508.7	168.7	.....	.....	.....	.....	.....	.....	1,818.9
October.....	48.5	513.9	170.2	.....	.....	.....	.....	.....	.....	1,834.1
November...	48.4	522.5	171.9	79.7	363.3	102.5	797.0	1,704.7	220.0	1,848.0
December....	48.7	531.2	171.7	.....	.....	.....	.....	.....	.....	1,869.8
1964—										
January*.....	49.1	536.7	173.5	.....	.....	.....	.....	.....	.....	1,891.3
February†....	49.6	537.6	171.4	.....	.....	.....	.....	.....	.....	1,899.9

[1]Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

[2]Includes post office wages and salaries.

[3]Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

*Revised

†Preliminary.

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees; at February 1964 employers in the principal non-agricultural industries reported a total employment of 2,939,919. Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners in the reporting firms.

TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

SOURCE: *Employment and Payrolls*, DBS

Year and Month	Industrial Composite[1]			Manufacturing		
	Index Numbers (1949–100)		Average Weekly Wages and Salaries	Index Numbers (1949–100)		Average Weekly Wages and Salaries
	Employment	Average Weekly Wages and Salaries		Employment	Average Weekly Wages and Salaries	
Averages						
1959	119.7	171.0	73.47	111.1	172.5	75.84
1960	118.7	176.5	75.83	109.5	117.8	78.19
1961	118.1	181.8	78.11	108.9	183.9	80.73
1962	121.5	187.5	80.55	113.3	189.2	83.17
1963	124.6	194.0	83.36	116.4	196.0	86.17
1963—						
February	117.4	192.9	82.87	112.2	194.2	85.41
March	117.7	193.1	82.96	112.8	195.5	85.95
April	119.3	194.4	83.53	113.7	197.2	86.72
May	123.6	194.8	83.69	116.3	197.4	86.80
June	127.5	194.7	83.64	118.9	196.2	86.29
July	127.7	193.8	83.27	116.9	194.0	85.30
August	130.2	193.9	83.28	120.0	194.4	85.47
September	130.3	196.0	84.22	120.3	197.2	86.71
October	129.4	197.0	84.65	119.3	198.8	87.43
November	128.6	197.0	84.61	118.6	200.7	88.24
December	125.1	190.0	81.64	115.9	192.6	84.67
1964—						
January*	123.3	198.1	85.10	117.0	202.0	88.83
February†	123.0	199.5	85.72	117.6	202.3	88.96

[1]Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

*Revised.

†Preliminary.

TABLE C-2 -AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

Area	Employment Index Numbers			Average Weekly Wages and Salaries		
	Feb. 1964	Jan. 1964	Feb. 1963	Feb. 1964	Jan. 1964	Feb. 1963
Provinces				$	$	$
Newfoundland	125.8	126.0	113.6	77.49	76.45	74.34
Prince Edward Island	112.9	117.8	103.6	63.60	62.73	63.51
Nova Scotia	94.6	94.8	89.2	71.36	71.00	68.78
New Brunswick	103.8	104.2	98.8	72.19	71.58	70.05
Quebec	121.7	122.5	116.3	83.24	82.49	80.31
Ontario	126.9	126.8	121.1	88.86	88.66	85.68
Manitoba	110.1	111.6	105.2	78.82	77.82	76.80
Saskatchewan	120.3	121.3	114.0	80.69	80.06	78.73
Alberta (including Northwest Territories)	157.5	158.0	151.8	86.00	85.28	84.65
British Columbia (including Yukon)	118.0	118.0	112.1	93.20	91.44	90.59
Canada	**123.0**	**123.3**	**117.3**	**85.72**	**85.10**	**82.91**
Urban Areas						
St. John's	138.6	140.3	134.8	64.20	63.64	62.65
Sydney	77.3	77.5	78.1	84.57	85.97	81.57
Halifax	130.6	130.3	124.9	73.53	72.44	69.76
Moncton	99.0	101.2	97.1	67.19	66.54	62.99
Saint John	114.9	111.9	118.5	71.30	70.79	68.91
Chicoutimi—Jonquiere	111.5	113.1	101.4	100.43	100.29	98.98
Quebec	121.1	121.5	118.3	72.93	72.62	71.40
Sherbrooke	115.6	116.4	108.3	72.61	72.08	69.41
Shawinigan	102.4	103.8	92.6	90.39	90.49	91.35
Three Rivers	114.7	114.1	110.0	78.59	77.20	74.17
Drummondville	91.5	91.0	82.8	68.98	68.37	67.55
Montreal	129.3	129.2	124.0	84.69	84.18	81.56
Ottawa—Hull	134.5	134.7	128.5	79.57	79.13	76.64
Kingston	127.7	126.2	114.6	83.57	83.40	80.82
Peterborough	102.2	102.9	94.4	93.17	92.21	91.89
Oshawa	223.1	222.0	197.2	109.49	115.07	99.22
Toronto	143.1	142.5	136.3	89.42	89.08	86.14
Hamilton	118.4	118.0	112.4	94.33	93.69	90.91
St. Catharines	119.3	118.7	110.1	101.21	101.45	96.24
Niagara Falls	92.9	90.6	92.8	86.66	87.72	85.10
Brantford	90.3	89.6	85.4	81.99	81.28	81.72
Guelph	131.2	129.1	127.4	78.59	78.48	76.34
Galt	127.2	126.5	116.3	77.04	77.15	74.94
Kitchener	144.4	146.0	132.9	78.76	78.80	76.81
Sudbury	124.4	122.3	123.8	95.00	95.55	93.03
Timmins	84.2	85.6	87.4	76.68	75.80	75.14
London	140.3	141.1	134.7	81.01	80.44	77.93
Sarnia	130.1	131.6	125.2	108.85	109.58	108.21
Windsor	81.6	81.8	73.2	96.56	98.32	90.54
Sault Ste. Marie	146.5	145.6	140.0	106.85	107.84	105.15
Fort William—Port Arthur	101.6	103.3	97.5	83.91	82.66	82.63
Winnipeg	112.6	113.9	107.5	75.92	74.92	73.21
Regina	143.0	144.6	132.3	79.40	79.38	77.62
Saskatoon	137.4	139.1	129.2	74.06	74.58	71.95
Edmonton	202.8	202.2	193.9	79.50	78.78	79.00
Calgary	179.3	180.5	172.4	84.50	84.28	82.41
Vancouver	120.6	120.1	112.5	91.33	90.38	88.26
Victoria	110.0	120.8	114.4	81.99	81.90	82.54

TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949=100) (The latest figures are subject to revision)

SOURCE: *Employment and Payrolls*, DBS

NOTE: Information for the other industries is given in *Employment and Payrolls*

Industry	Employment			Average Weekly Wages and Salaries		
	Feb. 1964	Jan. 1964	Feb. 1963	Feb. 1964	Jan. 1964	Feb. 1963
				$	$	$
Mining	**113.2**	**112.7**	**112.5**	**106.00**	**105.99**	**102.81**
Metal mining	124.5	124.4	126.3	104.88	105.03	101.90
Gold	64.1	64.3	66.6	86.80	86.72	83.40
Other metal	180.6	180.4	181.8	110.85	111.10	108.20
Fuels	88.7	88.3	86.5	112.76	112.65	109.80
Coal	39.4	39.6	39.5	83.14	84.34	80.32
Oil and natural gas	288.7	285.5	278.3	129.16	128.60	126.87
Non-metal	134.3	131.3	126.8	97.51	96.91	92.89
Manufacturing	**117.6**	**117.0**	**112.2**	**88.96**	**88.83**	**85.41**
Durable goods	124.8	123.9	117.6	95.74	95.86	91.96
Non-durable goods	111.6	111.3	107.7	82.61	82.29	79.42
Food and beverages	107.2	107.3	104.5	78.82	78.48	75.99
Meat products	129.5	131.3	126.6	84.64	85.49	83.46
Canned and preserved fruits and vegetables	84.7	84.7	82.0	71.05	70.34	68.24
Grain mill products	96.0	95.0	95.5	87.43	87.11	82.75
Bread and other bakery products	109.7	109.5	108.6	74.18	73.85	70.11
Distilled and malt liquors	91.7	91.1	90.4	109.94	109.57	105.20
Tobacco and tobacco products	99.9	106.7	116.8	79.32	80.23	77.35
Rubber products	115.9	115.5	107.6	91.20	91.29	89.07
Leather products	90.2	89.7	90.7	61.38	60.83	57.51
Boots and shoes (except rubber)	94.9	94.4	97.9	59.61	59.25	55.81
Other leather products	81.5	81.3	77.5	65.15	64.16	61.43
Textile products (except clothing)	88.5	87.9	82.6	71.19	71.29	67.83
Cotton yarn and broad woven goods	76.8	76.4	72.2	68.76	68.99	64.30
Woollen goods	65.7	65.2	62.4	65.06	65.08	62.82
Synthetic textiles and silk	105.5	104.0	94.2	77.99	77.82	74.83
Clothing (textile and fur)	100.4	99.2	94.9	57.05	55.90	54.21
Men's clothing	104.7	103.1	98.8	55.82	55.33	53.21
Women's clothing	113.0	110.7	105.3	59.25	57.30	56.33
Knit goods	75.2	75.9	72.6	55.18	55.34	53.05
Wood products	113.4	112.1	105.0	77.56	76.20	74.84
Saw and planing mills	116.9	115.2	107.2	80.35	78.63	77.90
Furniture	122.3	121.8	115.0	74.02	73.43	70.62
Other wood products	78.2	77.6	73.6	67.08	66.26	65.12
Paper products	126.2	126.2	121.6	102.86	102.34	98.34
Pulp and paper mills	125.6	126.1	121.0	110.81	110.35	106.20
Other paper products	127.5	126.5	122.9	84.06	83.17	79.80
Printing, publishing and allied industries	126.4	125.8	124.5	96.94	96.17	93.31
Iron and steel products	116.5	114.8	110.9	100.03	100.07	96.97
Agricultural implements	73.2	71.3	71.2	107.36	107.25	105.50
Fabricated and structural steel	143.9	140.8	143.2	101.32	100.83	98.96
Hardware and tools	122.0	119.3	112.0	88.25	88.44	85.37
Heating and cooking appliances	109.6	105.9	102.3	87.13	87.39	83.87
Iron castings	105.0	104.8	96.6	96.49	95.77	92.75
Machinery, Industrial	138.1	136.7	130.9	96.70	96.96	93.70
Primary iron and steel	133.9	133.0	125.6	113.45	113.95	110.45
Sheet metal products	116.1	115.3	111.9	96.16	96.19	92.94
Wire and wire products	121.9	119.7	112.9	99.15	98.21	94.61
Transportation equipment	125.1	125.7	114.5	104.35	105.88	98.45
Aircraft and parts	250.7	249.2	229.3	107.01	106.87	101.69
Motor vehicles	143.8	143.5	123.4	119.18	122.92	111.82
Motor vehicle parts and accessories	152.1	150.9	126.8	101.65	105.77	96.40
Railroad and rolling stock equipment	57.3	56.4	52.2	92.49	90.77	88.11
Shipbuilding and repairing	131.6	141.1	152.1	90.58	91.36	88.00
Non-ferrous metal products	128.7	126.9	121.0	99.21	99.87	95.73
Aluminum products	141.6	140.7	135.6	96.55	96.68	93.56
Brass and copper products	114.6	111.9	103.0	97.53	98.50	92.05
Smelting and refining	137.6	135.4	130.5	107.65	109.14	104.76
Electrical apparatus and supplies	156.2	155.8	152.4	93.43	93.02	90.24
Heavy electrical machinery	117.4	116.6	114.3	100.00	99.48	97.35
Telecommunication equipment	275.1	278.4	279.4	89.85	89.78	85.98
Non-metallic mineral products	144.1	142.3	137.6	93.76	93.09	88.90
Clay products	79.9	78.4	77.5	84.57	83.11	82.37
Glass and glass products	169.1	166.6	164.7	90.69	91.65	87.41
Products of petroleum and coal	137.5	137.4	131.6	127.75	129.31	124.81
Petroleum refining and products	140.8	140.6	134.2	128.58	130.06	125.69
Chemical products	135.6	136.0	133.1	103.83	104.13	100.74
Medicinal and pharmaceutical preparations	126.9	125.8	122.3	93.36	92.97	89.75
Acids, alkalis and salts	147.2	154.1	154.0	116.76	116.37	112.59
Other chemical products	135.0	134.2	130.8	102.85	103.30	99.89
Miscellaneous manufacturing industries	157.1	155.0	145.5	79.11	78.59	75.61
Construction	**105.9**	**108.8**	**100.5**	**94.35**	**92.57**	**89.74**
Building and general engineering	110.7	113.6	101.5	100.72	98.68	95.77
Highways, bridges and streets	98.0	100.8	98.8	82.49	81.22	79.54
Electric and motor transportation	**143.7**	**144.4**	**138.9**	**90.70**	**89.83**	**86.75**
Service	**169.6**	**167.6**	**153.5**	**60.54**	**60.10**	**59.03**
Hotels and restaurants	144.2	142.9	131.5	46.43	46.04	45.17
Laundries and dry cleaning plants	145.3	144.3	131.0	53.25	52.52	50.69
	320.3	314.3	283.6	86.90	87.17	87.31
Industrial composite	**123.0**	**123.3**	**117.3**	**85.72**	**85.10**	**82.91**

TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING, BY PROVINCE

(Hourly Rated Wage-Earners)

SOURCE: *Man-Hours and Hourly Earnings* (DBS)

NOTE: Information on hours and earnings by cities is obtainable from *Man-Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings*		
	Feb. 1964	Jan. 1964	Feb. 1963	Feb. 1964	Jan. 1964	Feb. 1963
				$	$	$
Newfoundland	39.9	38.0	36.0	1.79	1.82	1.77
Nova Scotia	40.6	40.0	39.9	1.73	1.74	1.69
New Brunswick	40.6	41.5	40.7	1.72	1.75	1.69
Quebec	42.1	42.1	41.5	1.78	1.78	1.72
Ontario	41.2	41.4	40.8	2.10	2.10	2.02
Manitoba	40.7	40.3	39.9	1.82	1.81	1.78
Saskatchewan	38.8	38.6	38.2	2.08	2.07	2.05
Alberta (includes Northwest Territories)	39.9	39.8	39.8	2.04	2.04	2.01
British Columbia (includes Yukon Territory)	38.4	37.8	38.6	2.42	2.42	2.35

*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

TABLE C-5—HOURS AND EARNINGS, BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: *Man Hours and Hourly Earnings*, DBS

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Feb. 1964	Jan. 1964	Feb. 1963	Feb. 1964	Jan. 1964	Feb. 1963	Feb. 1964	Jan. 1964	Feb. 1963
				$	$	$	$	$	$
Mining	**42.5**	**42.9**	**42.4**	**2.29**	**2.27**	**2.23**	**97.03**	**97.38**	**94.59**
Metal mining	42.1	42.6	42.1	2.34	2.33	2.28	98.57	99.12	96.15
Gold	43.1	43.9	42.9	1.87	1.84	1.80	80.65	80.82	77.28
Other metal	41.7	42.2	41.9	2.51	2.50	2.46	104.91	105.60	103.11
Fuels	43.9	44.0	43.3	2.18	2.17	2.16	95.74	95.66	93.66
Coal	42.8	43.6	42.4	1.92	1.92	1.86	82.07	83.64	78.66
Oil and natural gas	45.4	44.7	44.7	2.53	2.53	2.56	114.77	112.75	114.26
Non-metal	42.3	42.5	42.0	2.17	2.16	2.11	91.94	91.86	88.55
Manufacturing	**41.2**	**41.2**	**40.7**	**1.99**	**1.99**	**1.93**	**82.01**	**81.99**	**78.45**
Durable goods	41.6	41.7	41.2	2.16	2.16	2.09	89.83	90.10	85.90
Non-durable goods	40.8	40.6	40.3	1.82	1.82	1.77	74.30	74.04	71.24
Food and beverages	40.0	40.0	39.7	1.77	1.78	1.72	71.04	70.99	68.51
Meat products	39.2	39.7	39.4	1.99	2.00	1.98	78.21	79.60	77.89
Canned and preserved fruits and vegetables	40.5	40.6	39.9	1.53	1.50	1.46	61.83	60.96	58.09
Grain mill products	42.9	42.8	41.3	1.94	1.92	1.84	83.17	82.35	75.99
Bread and other bakery products	40.8	41.0	40.6	1.66	1.65	1.58	67.99	67.72	64.23
Distilled liquors	40.0	40.7	40.3	2.34	2.36	2.26	93.52	96.16	90.97
Malt liquors	39.1	38.4	39.0	2.58	2.56	2.45	100.91	98.53	95.71
Tobacco and tobacco products	37.9	38.6	41.7	1.91	1.91	1.73	72.39	73.83	72.13
Rubber products	42.0	42.1	42.2	2.04	2.04	1.97	85.48	85.76	83.09
Leather products	41.8	41.5	40.8	1.36	1.36	1.30	56.75	56.27	53.09
Boots and shoes (except rubber)	41.8	41.6	41.1	1.32	1.32	1.26	55.17	54.77	51.58
Other leather products	41.6	41.1	40.3	1.45	1.45	1.40	60.18	59.50	56.61
Textile products (except clothing)	42.6	42.9	42.0	1.51	1.51	1.46	64.53	64.79	61.24
Cotton yarn and broad woven goods	42.0	42.5	40.2	1.54	1.53	1.49	64.56	65.22	59.91
Woollen goods	42.8	42.6	42.6	1.39	1.40	1.34	59.61	59.46	57.10
Synthetic textiles and silk	43.3	43.5	43.5	1.62	1.61	1.55	69.98	7 .13	67.42
Clothing (textile and fur)	39.9	39.3	39.1	1.31	1.30	1.26	52.37	51.13	49.36
Men's clothing	39.7	39.6	39.4	1.31	1.30	1.25	51.92	51.40	49.14
Women's clothing	38.6	37.6	37.4	1.42	1.40	1.38	54.91	52.69	51.44
Knit goods	42.1	41.5	41.3	1.21	1.21	1.17	51.13	50.12	48.36
*Wood products	41.9	41.3	41.7	1.76	1.75	1.70	73.79	72.32	71.09
Saw and planing mills	41.4	40.6	41.2	1.88	1.87	1.82	77.86	75.88	75.17
Furniture	42.7	42.5	42.6	1.60	1.60	1.53	68.28	67.80	65.34
Other wood products	43.1	43.0	42.6	1.42	1.40	1.39	61.11	60.31	59.14
Paper products	41.5	41.3	40.5	2.33	2.32	2.26	96.56	95.98	91.53
Pulp and paper mills	41.5	41.5	40.5	2.51	2.50	2.45	104.28	103.87	99.11
Other paper products	41.3	40.9	40.4	1.85	1.84	1.77	76.40	75.11	71.57
Printing, publishing and allied industries	38.9	38.6	38.8	2.48	2.46	2.38	96.52	95.06	92.41
*Iron and steel products	41.7	41.7	41.2	2.28	2.28	2.23	95.10	95.13	91.99
Agricultural implements	42.0	41.9	42.3	2.41	2.40	2.35	101.43	100.62	99.53
Fabricated and structural steel	41.9	41.5	41.2	2.21	2.21	2.20	92.48	91.78	90.65
Hardware and tools	43.2	43.2	42.9	1.90	1.92	1.86	82.29	83.15	79.60
Heating and cooking appliances	41.6	40.3	40.1	1.96	1.94	1.89	81.71	78.40	76.03
Iron castings	42.4	42.3	42.0	2.19	2.19	2.12	92.95	92.62	88.98
Machinery, Industrial	42.4	42.5	42.3	2.14	2.15	2.09	90.76	92.21	88.18
Primary iron and steel	40.6	40.9	40.2	2.68	2.68	2.63	108.74	109.51	105.73
Sheet metal products	41.2	41.0	40.8	2.18	2.19	2.13	89.61	89.65	87.00
Wire and wire products	42.7	42.7	41.1	2.23	2.21	2.17	95.22	94.48	89.03
*Transportation equipment	41.8	42.4	41.1	2.36	2.37	2.26	98.54	100.50	92.88
Aircraft and parts	41.9	42.4	41.8	2.31	2.31	2.22	96.86	97.75	92.62
Motor vehicles	42.8	44.1	42.1	2.63	2.64	2.50	112.82	116.57	105.16
Motor vehicle parts and accessories	41.9	43.5	41.9	2.31	2.34	2.19	96.73	101.75	91.61
Railroad and rolling stock equipment	41.0	40.4	40.0	2.21	2.20	2.16	90.60	88.92	86.22
Shipbuilding and repairing	40.2	39.9	39.3	2.19	2.24	2.19	88.14	89.52	86.08
*Non-ferrous metal products	41.1	41.3	40.5	2.25	2.26	2.18	92.67	93.44	88.51
Aluminum products	41.5	42.0	41.5	2.07	2.05	1.99	85.99	86.20	82.58
Brass and copper products	42.6	43.2	41.1	2.19	2.20	2.10	93.16	94.94	86.33
Smelting and refining	40.3	40.5	40.0	2.51	2.52	2.43	100.86	102.21	97.41
*Electrical apparatus and supplies	40.6	40.8	40.6	1.99	1.98	1.93	80.89	80.70	78.12
Heavy electrical machinery and equipment	40.9	40.8	40.7	2.21	2.19	2.15	90.45	89.57	87.60
Telecommunication equipment	39.2	39.4	39.8	1.80	1.80	1.72	70.76	70.71	68.34
Refrigerators, vacuum cleaners and appliances	40.1	40.8	40.3	2.04	2.02	2.02	81.75	82.50	81.41
Wire and cable	41.8	42.4	41.4	2.21	2.20	2.14	92.52	93.33	88.62
Miscellaneous electrical products	41.4	41.3	40.9	1.89	1.89	1.83	78.34	77.94	74.82
*Non-metallic mineral products (1)	42.8	42.5	41.4	2.03	2.03	1.98	86.91	86.46	81.83
Clay products	42.5	41.9	41.2	1.83	1.82	1.82	77.54	76.36	75.03
Glass and glass products	41.2	41.7	40.8	2.06	2.07	1.98	84.84	86.47	81.03
Products of petroleum and coal	40.8	41.5	41.3	2.75	2.78	2.70	112.23	115.16	111.42
Chemical products	40.9	41.0	40.7	2.20	2.22	2.15	90.22	91.06	87.53
Medicinal and pharmaceutical preparations	39.9	39.9	40.0	1.73	1.74	1.68	69.15	69.38	67.37
Acids, alkalis and salts	41.2	40.9	40.6	2.52	2.54	2.49	103.84	103.87	101.02
Miscellaneous manufacturing industries	41.7	41.5	41.6	1.65	1.65	1.59	68.93	68.33	65.96
Professional and scientific equipment	41.3	41.6	40.8	2.00	2.00	1.92	82.51	83.32	78.45
Construction	**41.2**	**40.1**	**40.1**	**2.24**	**2.24**	**2.16**	**92.11**	**89.99**	**86.60**
Building and general enginering	40.4	39.6	39.5	2.43	2.42	2.34	98.25	96.03	92.59
Highways, bridges and streets	42.8	41.2	41.3	1.84	1.85	1.80	78.83	76.41	74.57
Electric and motor transportation	**43.8**	**43.6**	**43.4**	**2.06**	**2.06**	**2.00**	**90.35**	**89.71**	**86.74**
Service	**37.4**	**37.0**	**37.6**	**1.19**	**1.18**	**1.13**	**44.46**	**43.72**	**42.51**
Hotels and restaurants	36.9	36.6	37.7	1.16	1.15	1.10	42.76	42.17	41.30
Laundries and dry cleaning plants	39.8	39.4	39.0	1.11	1.11	1.06	44.21	43.61	41.21

* Durable manufactured goods industries.

TABLE C-6—EARNINGS AND HOURS OF HOURLY-RATED WAGE EARNERS IN MANUFACTURING

SOURCE: *Man-Hours and Hourly Earnings*, DBS

Period	Hours Worked Per week	Average Hourly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1949=100)	
				Current Dollars	1949 Dollars
		$	$		
Monthly Average 1959	40.7	1.72	70.16	168.1	132.8
Monthly Average 1960	40.4	1.78	71.96	172.4	134.5
Monthly Average 1961	40.6	1.83	74.27	177.9	137.7
Monthly Average 1962	40.7	1.88	76.55	183.4	140.1
Monthly Average 1963	40.8	1.95	79.40	190.2	142.8
Last Pay Period in:					
1963—February	40.7	1.93	78.45	187.9	142.3
March	40.9	1.93	79.01	189.3	143.1
April	41.0	1.95	80.05	191.8	145.0
May	41.2	1.95	80.25	192.3	144.8
June	40.9	1.94	79.64	190.8	142.9
July	40.7	1.93	78.38	187.8	140.2
August	40.9	1.93	78.82	188.8	141.6
September	41.3	1.94	80.29	192.4	144.0
October	41.4	1.96	80.93	193.9	144.7
November	41.5	1.98	81.91	196.2	146.2
December	38.0	2.02	76.53	183.3	136.6
1964—January*	41.2	1.99	81.99	196.4	146.0
February†	41.2	1.99	82.01	196.5	146.0

NOTE: The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*.

*Revised.

†Preliminary.

D—National Employment Service Statistics

Statistics presented in the following tables relate to registration for employment and vacancies notified by employers at NES offices. These data are derived from reports prepared in National Employment Service offices and processed in the Unemployment Insurance Section, DBS. See also Technical Note, page 91, January issue.

TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT

(Source: National Employment Service, Unemployment Insurance Commission)

	Unfilled Vacancies*			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
End of:						
April 1959	16,883	16,280	33,163	498,897	161,742	660,639
April 1960	15,913	14,487	30,400	581,558	174,874	756,432
April 1961	14,098	13,802	27,900	594,904	172,884	767,788
April 1962	25,557	18,868	44,425	496,099	146,551	642,650
April 1963	24,675	20,458	45,133	502,327	149,907	652,234
May 1963	22,865	21,723	44,588	341,869	130,084	471,953
June 1963	23,271	21,726	44,997	261,541	127,631	389,172
July 1963	22,720	19,096	41,816	241,035	122,350	363,385
August 1963	25,610	23,933	49,543	208,509	106,482	314,991
September 1963	24,950	22,037	46,987	187,793	99,162	286,955
October 1963	24,210	20,861	45,071	219,966	106,320	326,286
November 1963	30,090	22,737	52,827	285,688	117,689	403,377
December 1963	18,913	15,351	34,264	432,390	131,532	563,922
January 1964	19,737	15,658	35,395	498,726	153,661	652,387
February 1964	18,323	17,154	35,477	508,125	154,378	662,503
March 1964[1]	23,470	18,805R	42,275R	511,312	149,296R	660,608R
April 1964[1]	00,000	00,000	00,000	000,000	000,000	000,000

[1] Latest figures subject to revision.

* Current Vacancies only. Deferred Vacancies are excluded.

TABLE D-2—REGISTRATIONS RECEIVED, VACANCIES NOTIFIED AND PLACEMENTS EFFECTED, DURING YEAR, 1960-1963 AND DURING MONTH, MARCH 1963—MARCH 1964

(Source: National Employment Service, Unemployment Insurance Commission)

Year and Month	Registrations Received		Vacancies Notified		Placements Effected	
	Male	Female	Male	Female	Male	Female
1960—Year	3,046,572	1,107,427	724,098	404,824	641,872	316,428
1961—Year	3,125,195	1,106,790	836,534	469,119	748,790	371,072
1962—Year	3,177,423	1,171,111	1,010,365	544,795	897,285	438,471
1963—Year	2,912,511	1,120,539	938,052	507,910	790,381	387,728
1963—March	209,852	73,346	54,427	35,090	42,942	24,990
1963—April	210,392	81,258	77,524	39,149	58,986	26,378
May	215,307	90,643	100,832	45,049	88,778	32,272
June	210,727	96,469	77,847	43,687	67,482	34,041
July	235,602	110,746	83,824	50,519	73,561	41,398
August	198,464	94,109	87,258	54,999	70,874	41,013
September	208,088	93,497	99,517	48,816	87,392	38,093
October	240,358	99,236	92,448	44,154	75,313	30,894
November	279,655	102,499	90,258	39,410	73,086	27,230
December	361,520	102,561	67,736	39,222	65,920	38,947
1964—January	291,457	105,810	61,876	34,850	49,017	24,454
February	214,467	78,941	55,008	32,358	44,376	22,297
March[1]	215,718	74,565	66,580	34,818	50,178	24,578

[1] Preliminary—Subject to revision.

TABLE D-3—PLACEMENTS EFFECTED, BY INDUSTRY AND BY SEX, DURING MARCH 1964(1)

(Source: National Employment Service, Unemployment Insurance Commission)

Industry Group	Male	Female	Total	Change from March 1963
Agriculture, Fishing, Trapping	**951**	**110**	**1,061**	**− 1,000**
Forestry	**976**	**19**	**995**	**+ 233**
Mining, Quarrying and Oil Wells	**738**	**51**	**789**	**+ 29**
Metal Mining	417	9	426	− 39
Fuels	169	27	196	+ 87
Non-Metal Mining	19	.....	19	− 25
Quarrying, Clay and Sand Pits	76	1	77	− 10
Prospecting	57	14	71	+ 16
Manufacturing	**13,651**	**6,322**	**19,973**	**+ 1,534**
Foods and Beverages	1,083	692	1,775	+ 40
Tobacco and Tobacco Products	17	17	34	− 18
Rubber Products	148	102	250	+ 80
Leather Products	191	303	494	− 29
Textile Products (except clothing)	599	344	943	+ 34
Clothing (textile and fur)	388	1,761	2,149	+ 33
Wood Products	1,961	269	2,230	+ 524
Paper Products	984	284	1,268	+ 424
Printing, Publishing and Allied Industries	546	503	1,049	− 251
Iron and Steel Products	2,849	402	3,251	+ 657
Transportation Equipment	2,578	220	2,798	− 79
Non-Ferrous Metal Products	348	201	549	+ 45
Electrical Apparatus and Supplies	437	545	982	+ 73
Non-Metallic Mineral Products	404	65	469	− 57
Products of Petroleum and Coal	63	10	73	− 1
Chemical Products	589	204	793	+ 94
Miscellaneous Manufacturing Industries	466	400	866	− 35
Construction	**7,024**	**139**	**7,163**	**− 595**
General Contractors	4,484	86	4,570	− 520
Special Trade Contractors	2,540	53	2,593	− 75
Transportation, Storage and Communication	**3,130**	**299**	**3,429**	**+ 90**
Transportation	2,756	133	2,889	+ 31
Storage	283	52	335	+ 81
Communication	91	114	205	− 22
Public Utility Operation	**252**	**34**	**286**	**− 16**
Trade	**7,761**	**4,501**	**12,262**	**+ 1,558**
Wholesale	3,273	979	4,252	+ 336
Retail	4,488	3,522	8,010	+ 1,222
Finance, Insurance and Real Estate	**492**	**987**	**1,479**	**+ 142**
Service	**15,203**	**12,116**	**27,319**	**+ 4,849**
Community or Public Service	697	1,201	1,898	− 30
Government Service	9,154	1,150	10,304	+ 4,669
Recreation Service	394	173	567	+ 77
Business Service	857	571	1,428	− 189
Personal Service	4,101	9,021	13,122	+ 322
GRAND TOTAL	**50,178**	**24,578**	**74,756**	**+ 6,824**

(1)Preliminary—subject to revision.

TABLE D-4—REGISTRATIONS FOR EMPLOYMENT, BY OCCUPATION AND BY SEX, AS AT MARCH 31, 1964[1]

(SOURCE: National Employment Service, Unemployment Insurance Commission.)

Occupational Group	Registrations for Employment		
	Male	Female	Total
Professional and Managerial Workers	9,563	1,998	11,561
Clerical Workers	21,332	46,163	67,495
Sales Workers	9,307	19,238	28,545
Personal and Domestic Service Workers	45,483	31,463	76,946
Seamen	3,653	79	3,732
Agriculture, Fishing, Forestry (Ex. log.)	9,398	1,149	10,547
Skilled and Semi-Skilled Workers	233,292	17,044	250,336
Food and kindred products (incl. tobacco)	2,048	633	2,681
Textiles, clothing, etc.	2,387	9,472	11,859
Lumber and lumber products	36,766	144	36,910
Pulp, paper (incl. printing)	1,455	491	1,946
Leather and leather products	1,197	892	2,089
Stone, clay and glass products	666	26	692
Metalworking	14,564	962	15,526
Electrical	3,304	1,163	4,467
Transportation equipment	481	31	512
Mining	3,106	.....	3,106
Construction	67,809	8	67,817
Transportation (except seamen)	47,957	123	48,080
Communications and public utility	1,134	3	1,137
Trade and service	6,548	1,825	8,373
Other skilled and semi-skilled	28,780	963	29,743
Foremen	5,918	296	6,214
Apprentices	9,172	12	9,184
Unskilled Workers	179,284	32,162	211,446
Food and tobacco	7,892	11,207	19,099
Lumber and lumber products	20,556	429	20,985
Metalworking	4,941	671	5,612
Construction	96,005	3	96,008
Other unskilled workers	49,890	19,852	69,742
GRAND TOTAL	**511,312**	**149,296**	**660,608**

[1] Preliminary—subject to revision.

TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS, AT MARCH 31, 1964

(Source: National Employment Service, Unemployment Insurance Commission)

Office	Registrations	
	(1) March 31, 1964	Previous Year March 29, 1963
Newfoundland	**30,397**	**28,542**
Corner Brook	6,196	6,469
Grand Falls	3,195	3,383
St. John's	21,006	18,690
Prince Edward Island	**5,681**	**5,954**
Charlottetown	3,637	3,731
Summerside	2,044	2,223
Nova Scotia	**37,728**	**36,562**
Amherst	1,265	1,452
Bridgewater	2,185	2,121
Halifax	6,981	7,513
Inverness	1,254	1,402
Kentville	3,588	3,946
Liverpool	872	865
New Glasgow	4,446	4,962
Springhill	1,205	1,302
Sydney	8,288	5,213
Sydney Mines	1,846	1,939
Truro	2,204	2,187
Yarmouth	3,594	3,630
New Brunswick	**34,509**	**37,507**
Bathurst	6,603	6,335
Campbellton	3,102	3,171
Edmundston	2,851	3,028
Fredericton	2,248	3,000
Minto	458	575
Moncton(2)	8,281	9,071
Newcastle	3,348	3,860
Saint John	3,352	2,949
St. Stephen	1,611	2 130
Sussex	740	998
Woodstock	1,915	2,390
Quebec	**217,374**	**247,252**
Alma	2,441	3,440
Asbestos	969	992
Baie Comeau	1,243	1,586
Beauharnois	1,412	1,642
Buckingham	1,551	1,890
Causapscal	3,359	3,768
Chandler	2,898	2,807
Chicoutimi	3,014	3,604
Cowansville	516	599
Dolbeau	2,382	2,793
Drummondville	2,418	2,802
Farnham	545	660
Forestville	1,718	1,630
Gaspé	2,597	2,743
Granby	2,289	2,968
Hull	5,242	6,030
Joliette	4,845	5,385
Jonquière	2,686	3,920
Lachute	1,011	1,293
Lac Mégantic	1,671	2,193
La Malbaie	3,050	3,212
La Tuque	1,146	1,489
Lévis	5,203	4,864
Louiseville	1,581	1,817
Magog	810	1,033
Maniwaki	1,526	1,966
Matane	3,465	4,981
Mont-Laurier	1,523	1,763
Montmagny	2,864	2,779
Montréal	63,845	72,258
New Richmond	2,683	2,736
Port Alfred	1,860	2,185
Québec	16,576	16,288
Rimouski	5,088	6,175
Rivière du Loup	6,589	7,727
Roberval	1,802	2,390
Rouyn	3,923	5,001
Ste. Agathe des Monts	1,668	1,779
Ste. Anne de Bellevue	1,340	1,309
Ste. Thérèse	2,612	3,061
St. Hyacinthe	2,340	2,362
St. Jean	2,266	2,901
St. Jérôme	2,102	2,353
Sept-Iles	2,407	3,061
Shawinigan	5,494	6,241
Quebec—Concluded		
Sherbrooke	6,018	6,930
Sorel	2,119	2,318
Thetford Mines	2,132	2,799
Trois-Rivières	6,141	7,174
Val d'Or	3,092	3,017
Valleyfield	2,291	2,920
Victoriaville	2,575	2,682
Ville St. Georges	4,436	4,936
Ontario	**183,426**	**213,933**
Arnprior	475	508
Barrie	1,639	1,934
Belleville	2,240	2,314
Bracebridge	1,546	1,746
Brampton	1,372	1,563
Brantford	2,118	2,902
Brockville	699	822
Carleton Place	381	512
Chatham	2,257	2,510
Cobourg	873	928
Collingwood	868	927
Cornwall	3,267	3,694
Elliot Lake	477	575
Fort Erie	737	704
Fort Frances	1,130	923
Fort William	3,359	3,642
Galt	1,077	1,356
Gananoque	370	433
Goderich	664	880
Guelph	1,308	1,785
Hamilton	12,730	14,393
Hawkesbury	1,230	1,213
Kapuskasing	1,286	1,585
Kenora	1,341	1,496
Kingston	2,188	2,673
Kirkland Lake	938	1,351
Kitchener	2,510	3,125
Leamington	1,225	1,085
Lindsay	789	902
Listowel	413	582
London	4,797	5,284
Long Branch	3,652	3,874
Midland	1,223	1,495
Napanee	783	1,043
New Liskeard	561	637
Newmarket	1,449	1,895
Niagara Falls	2,761	3,174
North Bay	2,333	2,693
Oakville	827	909
Orillia	1,035	1,315
Oshawa	4,451	5,279
Ottawa	8,077	9,537
Owen Sound	1,728	2,197
Parry Sound	769	845
Pembroke	2,342	2,596
Perth	716	739
Peterborough	3,259	3,962
Picton	552	582
Port Arthur	4,988	5,642
Port Colborne	814	1,289
Prescott	972	1,044
Renfrew	612	810
St. Catharines	3,740	4,711
St. Thomas	954	1,189
Sarnia	2,746	2,635
Sault Ste. Marie	3,358	3,481
Simcoe	1,677	1,927
Smiths Falls	596	644
Stratford	628	953
Sturgeon Falls	1,223	1,366
Sudbury	4,928	6,859
Tillsonburg	690	629
Timmins	2,219	2,724
Toronto	44,989	51,136
Trenton	883	1,040
Walkerton	949	1,069
Wallaceburg	784	703
Welland	2,064	2,295
Weston	3,422	4,267
Windsor	6,522	9,408
Woodstock	846	993

TABLE D-5—REGISTRATIONS FOR EMPLOYMENT, BY LOCAL OFFICE AREAS, AT MARCH 31, 1964

(Source: National Employment Service, Unemployment Insurance Commission)

Office	Registrations	
	(1) March 31, 1964	Previous Year March 29, 1963
Manitoba	**29,801**	**35,356**
Brandon	2,618	3,189
Dauphin	2,008	2,273
Flin Flon	236	181
Portage la Prairie	1,424	1,574
The Pas	525	596
Winnipeg	22,990	27,543
Saskatchewan	**21,672**	**26,081**
Estevan	484	503
Lloydminster	472	641
Moose Jaw	1,501	1,883
North Battleford	1,510	1,790
Prince Albert	2,764	3,435
Regina	5,237	6,149
Saskatoon	5,195	6,283
Swift Current	995	1,182
Weyburn	466	606
Yorkton	2,988	3,609
Alberta	**37,000**	**41,971**
Blairmore	500	840
Calgary	11 561	13,048
Drumheller	752	807
Edmonton	16,713	18,038
Edson	520	650
Grande Prairie	954	1,295
Lethbridge	2,810	3,433
Medicine Hat	1,475	1,733
Red Deer	1,715	2,127
British Columbia	**63,020**	**70,038**
Chilliwack	2,061	1,716
Courtenay	1,048	1,061
Cranbrook	1,389	1,497
Dawson Creek	1,495	1,513
Duncan	685	602
Kamloops	1,917	1,675
Kelowna	1,857	1,792
Mission City	1,265	1,143
Nanaimo	954	974
Nelson	966	1,193
New Westminster	8,699	9,582
Penticton	2,199	1,909
Port Alberni	824	769
Prince George	1,737	2,285
Prince Rupert	1,725	1,819
Quesnel	967	1,592
Trail	1,031	1,132
Vancouver	25,158	29,832
Vernon	2,032	2,388
Victoria	4,384	4,291
Whitehorse	627	634
Canada	**660,608**	**743,196**
Males	511,312	584,889
Females	149,296	158,307

(1) Preliminary subject to revision.

(2) Includes 1458 registrations reported by the Magdalen Islands local office.

E—Unemployment Insurance

Unemployment insurance statistics are concerned with numbers of persons covered by insurance and claimants for benefit at Unemployment Insurance Commission local offices. The data are compiled in the Unemployment Insurance Section, DBS from information supplied by the UIC. For further information regarding the nature of the data see Technical Note, page 86, January issue.

TABLE E-1—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

End of:	Total	Employed	Claimants
1964—January	4,317,000	3,718,400	598,600
1963—December	4,331,000	3,798,700	532,300
November	4,191,000	3,887,600	303,400
October	4,120,000	3,901,100	218,900
September	4,114,000	3,927,700	186,300
August	4,125,000	3,932,500	192,500
July	4,078,000	3,859,000	219,000
June	4,068,000	3,847,700	220,300
May	3,996,000	3,725,100	270,900
April	4,173,000	3,607,100	565,900
March	4,242,000	3,556,700	685,300
February	4,264,000	3,543,500	720,500
January	4,259,000	3,555,900	703,100

TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT, BY PROVINCE, FEBRUARY 1964

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland	5,190	4,382	808	5,853	4,871	982	1,907
Prince Edward Island	879	754	125	945	794	151	355
Nova Scotia	6,875	5,604	1,271	7,416	6,252	1,164	1,995
New Brunswick	8,267	6,736	1,531	8,581	7,298	1,283	2,580
Quebec	59,623	44,514	15,109	62,460	51,157	11,303	21,448
Ontario	53,750	38,764	14,986	56,797	45,743	11,054	18,171
Manitoba	7,166	5,802	1,364	8,004	6,642	1,362	2,077
Saskatchewan	4,577	3,773	804	5,227	4,213	1,014	1,517
Alberta	9,794	7,473	2,321	10,734	8,524	2,210	3,227
British Columbia (incl. Yukon Territory)	15,470	11,435	4,035	17,767	14,205	3,562	4,582
Total, Canada, February 1964	171,591	129,237	42,354	183,784	149,699	34,085	57,859
Total, Canada, January 1964	258,575	201,577	56,998	314,609	264,637	49,972	70,052
Total, Canada, February 1963	188,523	142,392	46,131	207,218	173,294	33,924	58,404

*In addition, revised claims received numbered 47,431.

†In addition, 49,636 revised claims were disposed of. Of these, 5,085 were special requests not granted and 2,978 appeals by claimants. There were 11,608 revised claims pending at the end of the month.

TABLE E-2—CLAIMANTS CURRENTLY REPORTING TO LOCAL OFFICES BY NUMBER OF WEEKS ON CLAIM, PROVINCE AND SEX, FEBRUARY 28, 1964

(Counted on last working day of the month)

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

Province and sex	Total claimants	Number of weeks on claim (based on 20 per cent sample)				Total claimants	
		1–4	5–13	14–26	27 or more*	Jan. 31, 1964	Feb. 28, 1963
Canada	607,144	175,331	329,288	76,476	26,049	598,561	720,461
Male	473,781	137,820	268,818	52,198	14,945	468,375	573,127
Female	133,363	37,511	60,470	24,278	11,104	130,186	147,334
Newfoundland	37,058	7,098	26,359	3,091	510	35,942	40,016
Male	34,545	6,477	25,119	2,585	364	33,551	38,043
Female	2,513	621	1,240	506	146	2,391	1,973
Prince Edward Island	7,105	877	5,659	441	128	7,284	8,014
Male	5,941	729	4,836	328	48	6,102	6,733
Female	1,164	148	823	113	80	1,182	1,281
Nova Scotia	37,611	7,368	24,363	4,567	1,313	37,386	40,947
Male	32,148	6,112	21,589	3,592	855	32,104	34,916
Female	5,463	1,256	2,774	975	458	5,282	6,031
New Brunswick	36,990	8,587	23,238	4,143	1,022	33,915	39,592
Male	30,301	7,456	19,615	2,626	604	27,364	32,902
Female	6,698	1,131	3,623	1,517	418	6,551	6,690
Quebec	186,445	60,532	95,272	22,307	8,334	179,451	221,247
Male	151,747	50,382	80,700	15,705	4,960	144,845	182,792
Female	34,698	10,150	14,572	6,602	3,374	34,606	38,455
Ontario	165,567	51,131	83,818	21,848	8,770	166,152	201,519
Male	117,309	36,970	61,960	13,465	4,914	118,461	148,662
Female	48,258	14,161	12,858	8,383	3,856	47,691	52,857
Manitoba	26,859	7,351	14,684	3,537	1,287	25,870	35,626
Male	20,398	5,324	11,920	2,495	659	20,305	27,448
Female	6,461	2,027	2,764	1,042	628	5,565	8,178
Saskatchewan	20,361	5,126	11,944	2,723	568	19,760	25,931
Male	16,353	4,010	10,059	2,042	242	16,191	20,977
Female	4,008	1,116	1,885	681	326	3,569	4,954
Alberta	33,122	11,770	15,438	4,697	1,217	32,221	39,079
Male	25,886	9,424	12,297	3,406	759	25,111	31,591
Female	7,236	2,346	3,141	1,291	458	7,110	7,488
British Columbia	56,026	15,491	28,513	9,122	2,900	60,580	68,490
Male	39,153	10,936	20,723	5,954	1,540	44,341	49,063
Female	16,873	4,555	7,790	3,168	1,360	16,239	19,427

*The bulk of the cases in this group were on claim from 27–39 weeks.

NOTE: Values less than 50 subject to relatively large sampling variability.

TABLE E-4—BENEFIT PAYMENTS, BY PROVINCE, FEBRUARY 1964

SOURCE: *Statistical Report on the Operation of the Unemployment Insurance Act*, DBS

Province	Weeks Paid*	Amount of Benefit Paid $
Newfoundland	153,880	3,753,322
Prince Edward Island	26,449	598,068
Nova Scotia	135,769	3,152,740
New Brunswick	114,448	2,601,779
Quebec	598,106	15,174,880
Ontario	536,449	13,338,247
Manitoba	92,263	2,304,282
Saskatchewan	66,825	1,690,760
Alberta	103,604	2,652,352
British Columbia (including Yukon Territory)	186,024	4,860,387
Total, Canada, February 1964	2,013,817	50,127,417
Total, Canada, January 1964	1,851,619	46,411,642
Total, Canada, February 1963	2,367,753	58,741,717

*"Weeks paid" represents the total of complete and partial weeks of benefit paid during the month.

TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

(1949=100)

Calculated by the Dominion Bureau of Statistics

—	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
1959—Year	126.5	121.1	131.4	109.9	138.4	150.2	141.7	114.0
1960—Year	128.0	122.2	132.7	110.9	140.3	154.5	144.3	115.8
1961—Year	129.2	124.0	133.2	112.5	140.6	155.3	146.1	116.3
1962—Year	130.7	126.2	134.8	113.5	140.4	158.3	147.3	117.8
1963—April	132.3	128.9	136.0	115.7	139.2	162.1	148.0	117.9
May	132.3	128.3	136.0	115.6	140.6	162.6	148.8	117.8
June	132.8	129.7	136.0	116.0	140.3	162.7	149.3	117.8
July	133.5	132.5	135.9	115.7	140.7	162.6	148.8	118.2
August	133.9	133.2	136.3	115.9	141.0	162.8	148.8	118.1
September	133.4	131.3	136.5	116.1	141.1	162.7	149 1	118.1
October	133.6	130.4	136.6	118.3	141.2	163.8	150.5	118.1
November	134.0	130.8	136.9	118.7	141.2	164.8	151.0	118.5
December	134.2	131.4	137.0	118.9	140.6	165.4	151.4	118.5
1964—January	134.2	131.4	137.3	117.7	141.1	165.4	152.1	118.5
February	134.5	131.3	137.3	117.8	142.6	165.4	152.3	119.4
March	134.6	131.3	137.5	118.6	143.0	165.4	152.3	119.4
April	135.0	131.8	137.8	119.1	142.8	166.5	151.0	119.5

NOTE: 1959 and 1960 figures are 1947–48 weighted; figures for 1961 *et seq* are 1957 weighted.

TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF MARCH 1964

(1949=100)

—	All Items			Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and alcohol
	March 1963	Feb. 1964	March 1964							
(1)St. John's, Nfld.	119.3	120.8	120.4	117.2	115.5	113.6	121.7	164.0	151.4	101.6
Halifax	131.3	131.6	131.6	125.8	133.4	127.9	137.4	166.5	170.8	124.5
Saint John	132.9	134.3	134.3	131.2	132.6	126.4	142.4	186.5	155.4	124.5
Montreal	132.0	134.7	134.5	137.7	134.9	110.7	160.2	171.6	151.8	122.3
Ottawa	133.1	135.0	135.5	132.4	137.1	123.7	158.6	170.1	143.6	125.3
Toronto	133.7	136.0	136.4	129.3	140.2	124.6	141.4	163.7	189.9	123.3
Winnipeg	129.8	131.4	131.7	130.1	128.5	124.7	136.2	179.1	140.9	127.2
Saskatoon—Regina	128.3	129.0	128.9	127.3	126.8	130.8	135.7	147.1	148.9	119.4
Edmonton—Calgary	127.2	127.7	127.8	122.8	126.6	127.4	130.4	168.9	146.8	119.5
Vancouver	131.7	131.7	132.1	130.3	135.2	121.9	139.2	151.1	150.4	120.9

N.B. Indexed above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

(1) St. John's index on the base June 1951=100.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts which amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series, see page 954, October 1963 issue.

TABLE G-1—STRIKES AND LOCKOUTS, 1959-1964

Month of Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1959	201	216	95,120	2,226,890	0.19
1960	268	274	49,408	738,700	0.06
1961	272	287	97,959	1,335,080	0.11
1962	290	311	74,332	1,417,900	0.11
1963	318	332	83,428	917,140	0.07
1963: March	17	31	5,196	35,920	0.04
April	27	43	8,547	47,050	0.05
May	31	47	6,361	30,020	0.03
June	43	65	7,442	78,420	0,07
July	32	66	17,647	181,910	0.15
August	31	58	11,882	75,130	0.07
September	31	64	9,643	87,760	0.08
October	51	83	26,625	143,980	0.12
November	11	42	5,761	46,560	0.04
December	11	29	4,218	35,770	0.03
*1964: January	13	29	1,756	21,730	0.02
February	24	46	7,957	82,410	0.08
March	24	50	7,142	92,450	0.08

*Preliminary.

TABLE G-2—STRIKES AND LOCKOUTS, MARCH 1964, BY INDUSTRY

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry	1	30	30
Mines	3	375	7,170
Manufacturing	24	4,134	62,730
Construction	11	1,715	17,710
Transpn. & utilities	...	...	...
Trade	8	279	1,120
Finance	...	...	...
Service	3	609	3,690
Public administration	...	...	...
All industries	50	7,142	92,450

TABLE G-3—STRIKES AND LOCKOUTS, MARCH 1964, BY JURISDICTION

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	...	...	...
Prince Edward Island	...	...	...
Nova Scotia	1	47	280
New Brunswick	2	262	1,700
Quebec	11	1,692	14,740
Ontario	27	2,779	29,300
Manitoba	1	133	1,330
Saskatchewan	1	75	230
Alberta	1	51	770
British Columbia	6	2,103	44,100
Federal	...	...	...
All jurisdictions	50	7,142	92,450

TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, MARCH 1964

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			March	Accumulated		
MINES						
Metal						
Manitou Barvue Mines, Val d'Or, Que.	Steelworkers Loc. 4653 (AFL-CIO/CLC)	300	6,300	8,700	Feb. 20	Wages, hours, holidays, welfare benefits, vacations~
MANUFACTURING						
Clothing						
Fashion Craft, Victoriaville, Que.	Clothing Workers' Federation (CNTU)	242	360	360	Mar. 30	Lay-off of one employee~
Wood						
Weyerhaeuser Canada, Sault Ste. Marie, Ont.	Woodworkers Loc. 2-1000 (AFL-CIO/CLC)	390	8,190	8,580	Feb. 28	Wages, group insurance, pension plan~
Geo. Burchill & Sons, South Nelson, N.B.	Woodworkers Loc. 2-306 (AFL-CIO/CLC)	127	1,020	1,020	Mar. 19	Union shop, dues check-off, promotional and lay-off policy~
Metal Fabricating						
American Standard Products, Toronto, Ont.	Potters Loc. 231 (AFL-CIO/CLC)	177	3,720	9,420	Jan. 16	Production standards, wages, fringe benefits~
Transportation Equipment						
Victoria Machinery Depot and Yarrows Ltd. Victoria, B.C.	Boilermakers Loc. 191 (AFL-CIO/CLC) and various other unions	1,555 (46)	32,660	60,560	Feb. 5	Wages, fringe benefits~
Burrard Dry Dock, North Vancouver, B.C.	Various unions	487 (87)	10,230	19,050	Feb. 6	Wages, holidays, duration of contract~
Electrical Products						
Canadian General Electric, Guelph, Ont.	U.E. Loc. 541 (Ind.)	377	1,700	1,700	Mar. 2 Mar. 9	Wages as affected by re-classification of workers, disciplinary suspension of workers ~Return of workers.
Canadian Westinghouse, Hamilton, Ont.	U.E. Loc. 504 (Ind.)	333	330	330	Mar. 18 Mar. 19	Objection to working alongside former supervisor~Return of workers.

TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, MARCH 1964

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			March	Accumulated		
CONSTRUCTION						
Janin Construction, St. Hyacinthe, Que.	Building Workers' Federation (CNTU)	155	2,250	8,760	Dec. 4	Wages, seniority, grievance committee~
English & Mould, Sudbury, Ont.	Plumbers Loc. 800 (AFL-CIO/CLC)	181	770	950	Feb. 28 Mar. 10	Wages~15¢ an hr. increase.
Metropolitan Toronto Sewer and Watermain Contractors' Assoc., Toronto, Ont.	Various unions	600	9,600	9,600	Mar. 9	Wages~
Acton Excavating & Contracting, Toronto, Ont.	Teamsters Loc. 675 (Ind.)	189	130	130	Mar. 11 Mar. 13	Wages for truckers~Return of workers when interim injunction issued.
Grand Rapids Constructors, Grand Rapids, Man.	Various unions	133	1,330	1,330	Mar. 17	Wages~
Lake Ontario Steel, Whitby, Ont.	International Operating Engineers Loc. 793 (AFL-CIO)	194	290	290	Mar. 24 Mar. 26	Alleged violation of agreement~Return of workers following a meeting of both parties.
TRADE						
Irving Refining, East Saint John, N.B.	Oil Workers Loc. 9-691 (AFL-CIO/CLC)	135	680	6,460	Sep. 16 Mar. 9	Wages~7-15¢ an hr. increase depending on classification retroactive to April 1, 1963.
Irving Oil, Various centres, Que.	Oil Workers Loc. 9-703 (AFL-CIO/CLC)	118	120	5,150	Jan. 4 Mar. 3	Contracting out delivery function~Return of workers further negotiations.
SERVICE						
Education						
Assoc. des Commissions Scolaires Catholique du Diocese de Sherbrooke, Various centres Eastern Townships, Que.	Assoc. des Professeurs des Ecoles Catholique de la Region d'Asbestos	514	1,800	9,510	Feb. 7 Mar. 5	Salaries~Return of teachers, further negotiations.

Figures in parentheses indicate the number of workers indirectly affected.

H—Industrial Accidents

TABLE H-1—INDUSTRIAL FATALITIES IN CANADA, BY INDUSTRY, 1928-1963

Year	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Transportation, Storage and Communication	Public Utilities	Trade	Finance	Service	Unclassified	Total
1928	194	176	43	260	201	250	353	34	64	.....	102	.....	1,677
1929	156	235	54	234	250	298	326	40	58	1	114	.....	1,766
1930	122	175	36	258	196	324	327	42	58	.....	117	.....	1,655
1931	163	76	40	158	142	217	205	44	43	3	97	.....	1,188
1932	154	73	30	123	116	124	196	21	51	2	83	1	974
1933	111	91	36	112	103	65	161	15	48	3	63	.....	808
1934	151	114	47	144	103	118	165	20	52	.....	86	.....	1,000
1935	124	116	38	175	133	103	184	25	44	1	66	.....	1,009
1936	127	133	57	181	112	105	240	14	45	2	86	2	1,071
1937	156	149	52	201	157	170	227	23	46	1	65	.....	1,247
1938	156	143	30	253	136	154	166	19	44	.....	66	.....	1,167
1939	162	148	29	169	110	133	181	25	44	.....	70	.....	1,107
1940	127	177	34	175	144	173	236	25	51	1	65	.....	1,208
1941	144	178	24	262	263	176	317	30	65	1	93	.....	1,553
1942	107	170	34	199	315	227	318	21	44	1	84	.....	1,510
1943	99	151	49	213	310	154	334	16	59	1	79	.....	1,465
1944	109	137	34	159	271	100	264	17	53	1	59	.....	1,204
1945	114	166	20	188	269	127	292	24	52	.....	88	5	1,345
1946	119	145	41	174	346	132	237	22	53	3	99	7	1,378
1947	117	192	30	190	265	170	289	40	57	8	110	8	1,476
1948	94	171	30	194	268	182	248	45	45	3	106	1	1,387
1949[1]	113	141	32	201	249	152	249	42	43	2	131	4	1,359
1950	58	160	42	173	243	156	193	61	54	.....	119	.....	1,259
1951	97	179	20	188	219	213	240	31	49	3	130	.....	1,369
1952	102	176	21	212	228	248	242	42	44	1	102	.....	1,418
1953	114	167	33	187	242	223	178	35	58	4	80	.....	1,321
1954	100	168	31	204	207	238	193	26	53	3	73	.....	1,296
1955	88	183	32	179	219	243	211	42	50	5	74	.....	1,326
1956	106	197	18	250	200	312	228	30	56	1	64	.....	1,462
1957	92	141	23	185	209	340	207	42	66	2	80	.....	1,387
1958	97	129	38	231	166	281	163	31	40	4	89	.....	1,269
1959	101	143	72	175	195	297	182	33	50	2	76	.....	1,326
1960	69	131	27	180	186	199	154	36	51	2	99	.....	1,134
1961	68	99	40	135	178	238	152	36	52	1	87	.....	1,086
1962	62	127	12	151	216	204	163	46	58	2	94	.....	1,135
1963[2]	49	118	34	151	200	221	168	27	55	1	123	.....	1,147

[1]The data for years up to and including 1948 cover also deaths that occurred at the place of work of the deceased person even though such deaths were not the result of a condition or event connected with the employment of the person concerned.

[2]These figures are preliminary. They include 887 fatalities reported by the Workmen's Compensation Boards and the Board of Transport Commissioners and 260 on which information was obtained from other sources. The 260 fatalities reported from other sources were distributed as follows: Agriculture 48; Logging 14; Fishing and Trapping 32; Mining and Quarrying 5; Manufacturing 21; Construction 21; Transportation, Storage and Communication 64; Public Utilities 5; Trade 13; Service 34.

TABLE H-4—INDUSTRIAL FATALITIES IN CANADA IN 1963, BY MONTH AND INDUSTRY

Industry	January	February	March	April	May	June	July	August	September	October	November	December	Total 1963[1]	Per Cent of Total	Total 1962[2]	Per Cent of Total	Number Employed[3] (thousands)
Agriculture	1	2	1	3	3	9	7	8	11	3	1	.....	49	4.3	62	5.5	643
Logging	13	10	11	4	12	7	9	9	13	12	10	8	118	10.3	127	11.2	80
Fishing and Trapping	1	4	7	7	1	2	2	5	1	2	.....	2	34	3.0	12	1.0	26
Mining and Quarrying	17	12	13	10	9	17	14	14	13	8	13	11	151	13.2	151	13.3	72
Manufacturing	17	7	24	16	18	17	16	15	21	20	12	17	200	17.4	216	19.0	1,612
Construction	9	9	21	19	25	16	23	22	19	28	19	11	221	19.3	204	18.0	450
Transportation, Storage and Communication	12	12	11	10	10	12	19	11	16	16	15	24	168	14.6	163	14.4	454
Public Utilities	.....	2	1	.....	4	4	5	3	4	1	2	1	27	2.3	46	4.0	84
Trade	9	4	4	3	6	7	3	6	3	3	4	3	55	4.8	58	5.1	1,020
Finance	.....	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	1	0.1	2	0.2	254
Service	9	7	10	9	12	9	13	19	15	7	3	10	123	10.7	94	8.3	1,669
Total	**88**	**69**	**103**	**81**	**100**	**101**	**111**	**112**	**116**	**100**	**79**	**87**	**1,147***	**100.0**	**1,135**	**100.0**	**6,364**

(1)Preliminary.
(2)Revised.
(3)Annual averages for 1963. Source: Labour Force Bulletin, Dominion Bureau of Statistics.
*See footnote (2), Table H-1.

TABLE H-2—INDUSTRIAL FATALITIES IN CANADA, BY INDUSTRY AND TYPE OF ACCIDENT, 1962 AND 1963

Type of Accident	1963[1]													1962[2]											
	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Transportation, Storage and Communication	Public Utilities	Trade	Finance	Service	Unclassified	TOTAL	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Transportation, Storage and Communication	Public Utilities	Trade	Finance	Service	Unclassified	TOTAL
Striking Against and Stepping on Objects:																									
Tools																									
Machinery																									
Belts, pulleys, chains, lines, etc.																									
Working materials											1		1												
Nails and spikes																									
Buildings and structures (including parts of these such as doors, windows, etc.																1									1
Working surfaces																		1							1
Miscellaneous						1							1					1							1
Total						1					1		2			1		2							3
Struck by:																									
Tools		1											1				1								
Machinery	1			1	4	3	1						10	2	1			3					2		8
Belts, pulleys, chains, lines, etc.		2			1		1	1					5	2	1	1		1	2	1					8
Cranes, derricks, other hoisting or conveying apparatus				1	2	6	1		2				12		1		1	4	7	1	1		1		16
Automobiles or trucks		1		1	3	6					7		18					1	8	1	1	1	5		17
Tractors, loadmobiles, etc.		1		1	1	1	1						5						2						2
Mine or quarry cars																	4								4
Trains or other railway vehicles							7						7						3	11		1	2		17
Streetcars																									
Other motor-driven transportation vehicles, N.E.C.	1												1						1		1				2
Man-powered vehicles and craft		1				1					1		3												
Objects thrown or kicked back by tools				2									2				1								1
Objects thrown or kicked back by machines		1			2				1		2		6		1			5							6
Objects being hoisted or conveyed		1	1	1	4	7	2				1		17		1		4	2	2	2					11
Objects falling or flying in mines and quarries				17	1								18				13	1							14
Materials being handled by fellow worker						1							1						1						1
Materials being handled by victim		2		1	1	4			1				9					1	2		1		1		5
Materials falling from stockpiles and loads		16		2	6	5	8		1		1		39	1	18		2	12	4	2	2	2	1		44
Another person (other than acts of violence)																				1					1
Animals	2										1		3	2				1							3
Falling trees or limbs		48			1	1			1		4		55	1	53		3	1	2			1	2		63
Landslides or cave-ins		3		9		20		1			8		41		14		15	1	19	1	2		3		55
Flying particles																									
Animal-drawn vehicles																									
Miscellaneous	1	1			3	3					2		10		4		3	2	6	2		2			19
Total	5	78	1	36	29	58	21	2	6		27		263	8	94	1	47	35	59	22	8	7	17		298

Caught In, On or Between																											
Machinery	3	1	....	2	10	5	.....	....	....	....	....	....	21	2	1	....	3	9	1	1	1	....	....	2	....	20
Belts, pulleys, chains, lines, etc.	....	....	....	2	1	1	1	....	....	....	....	....	5	1	1	....	....	3	1	....	....	....	....	....	....	6
Elevators, hoisting and conveying apparatus	....	....	....	1	2	4	1	....	3	....	....	....	11	....	1	....	5	7	1	1	....	3	....	....	....	18
Buildings and structures (including parts of these such as doors, windows, etc.)	1	....	....	....	....	....	....	....	....	....	....	....	1	....	....	....	....	....	2	....	....	....	....	....	....	2
Automobiles and trucks	....	1	....	2	4	7	9	1	3	....	3	30	3	....	....	1	2	2	....	5	....	1	....	2	....	16
Tractors, loadmobiles, etc.	19	4	....	4	2	11	4	....	1	....	2	....	47	18	3	....	1	3	6	1	....	....	....	1	....	33
Mine and quarry cars	....	....	....	10	....	....	....	....	....	....	....	....	10	....	....	....	1	....	....	....	....	....	....	....	....	1
Trains or other railway vehicles	....	....	....	....	1	1	5	....	....	....	....	....	7	....	....	....	1	1	....	3	....	....	....	....	....	5
Streetcars	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	.....
Miscellaneous transportation vehicles and craft	....	....	....	....	....	1	2	....	1	....	1	....	5	....	....	....	....	1	1	....	....	....	....	....	....	2
Materials in use or stored in plant	....	1	....	....	4	....	....	....	....	....	....	....	5	....	....	....	....	....	....	....	....	....	....	....	....	.....
Objects in, water (e.g., logs, caught between boat and wharf)	....	3	....	....	....	....	....	....	....	....	....	....	3	....	....	....	....	....	....	....	....	....	....	....	....	.....
Miscellaneous	1	1	1	1	1	1	1	....	....	....	....	....	7	....	1	....	1	1	....	2	....	1	....	1	....	7
Total	**24**	**11**	**1**	**22**	**25**	**31**	**23**	**1**	**8**	....	**6**	....	**152**	**24**	**7**	....	**13**	**27**	**14**	**13**	**1**	**5**	....	**6**	....	**110**
Collisions (including derailments, wrecks, etc., but not falls, slips, struck by, caught in, on or between)																											
Involving steam railways	1	1	....	5	5	1	12	....	4	....	3	....	32	....	....	....	1	2	1	5	1	1	....	....	....	11
Involving street railways	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	.....
Involving automobiles and trucks	2	5	....	4	22	17	41	1	18	....	18	....	128	4	4	....	9	25	29	47	3	23	....	17	....	161
Involving tractors, loadmobiles, etc.	5	1	....	....	1	7	5	3	2	....	3	....	27	14	2	....	....	3	8	6	....	1	....	3	....	37
Involving mine and quarry cars	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	1	....	....	....	....	....	....	....	....	1
Involving water craft	....	....	3	....	....	....	4	....	....	....	2	....	9	....	....	4	....	....	....	2	1	4	....	3	....	14
Involving aircraft	1	1	2	....	1	3	24	2	3	....	13	....	50	....	2	....	....	1	2	12	1	2	....	2	....	22
Involving other transport agencies	....	1	....	....	....	....	....	....	....	....	1	....	2	....	....	....	....	1	....	2	....	....	....	....	....	3
Involving elevators and other hoisting and conveying apparatus	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	.....
Involving animal-drawn vehicles and implements	....	....	....	....	1	....	....	....	....	....	....	....	1	....	....	....	....	....	....	....	....	....	....	....	....	.....
Involving miscellaneous agencies	....	....	....	....	1	....	1	....	....	....	1	....	3	....	....	....	1	....	....	....	....	....	....	....	....	1
Total	**9**	**9**	**5**	**9**	**31**	**28**	**87**	**6**	**27**	....	**41**	....	**252**	**18**	**8**	**4**	**12**	**32**	**40**	**74**	**6**	**31**	....	**25**	....	**250**
Falls and Slips																											
(a) **falls on same level**																											
Due to rough ground or floor surface	....	....	....	....	1	....	....	....	....	....	1	....	2	....	....	....	....	....	....	....	....	....	....	....	....	.....
Due to collapse of resistance	....	....	....	....	....	1	....	....	....	....	....	....	1	....	....	....	....	....	....	....	....	....	....	....	....	.....
Due to tripping over or stepping on object	....	1	....	....	....	1	....	....	....	....	1	....	3	....	....	....	....	....	....	....	....	....	....	....	....	.....
Due to slippery surface	....	....	....	....	2	....	....	....	2	....	2	....	6	....	1	....	....	2	....	....	....	1	....	....	....	4
Due to slipping while handling materials	....	....	....	....	1	....	....	....	....	....	....	....	1	....	....	....	1	....	....	....	....	....	....	....	....	1
Due to slipping while operating machines	....	....	....	....	1	....	....	....	....	....	....	....	1	....	....	....	....	....	....	....	....	....	....	....	....	.....
Due to physical condition of workman	....	1	1	3	2	2	2	....	1	....	6	....	18	....	....	....	....	3	1	1	....	4	....	4	....	13
Due to vehicles in motion (other than struck by, collision, etc.)	....	....	....	....	....	2	....	....	....	....	....	....	2	....	....	....	....	....	....	1	....	....	....	....	....	1
Miscellaneous	....	....	....	1	....	....	....	....	....	....	....	....	1	....	....	....	....	....	....	....	....	....	....	....	....	.....
Sub Total	....	**2**	**1**	**4**	**7**	**6**	**2**	....	**3**	....	**10**	....	**35**	....	**1**	....	**1**	**5**	**1**	**2**	....	**5**	....	**4**	....	**19**

TABLE H-2—INDUSTRIAL FATALITIES IN CANADA, BY INDUSTRY AND TYPE OF ACCIDENT, 1962 AND 1963 (concluded)

Type of Accident	1963[1]													1962[2]											
	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Transportation, Storage and Communication	Public Utilities	Trade	Finance	Service	Unclassified	TOTAL	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Transportation, Storage and Communication	Public Utilities	Trade	Finance	Service	Unclassified	TOTAL
(b) falls to different levels																									
From ladders or stairs	..	..	..	1	4	6	1	..	..	1	1	..	14	..	2	..	1	3	4	1	2	1	..	2	..	16
From scaffolds and stagings	..	..	..	3	2	17	..	..	..	..	1	..	23	..	..	..	1	9	9	2	..	2	..	..	..	23
From platforms, ramps and stationary vehicles	..	..	..	..	..	6	1	1	..	..	1	..	9	..	..	..	..	2	3	2	1	1	..	..	..	9
From buildings, roofs and towers	1	..	..	..	11	17	..	..	1	..	3	..	33	..	..	..	..	4	11	1	..	..	1	..	..	17
From bridges, trestles and catwalks	..	..	..	..	2	4	1	..	..	..	2	..	9	..	..	..	..	1	3	1	..	..	..	..	..	5
From poles, trees, logs and stumps	..	1	..	..	..	1	..	2	..	..	..	..	4	..	..	..	1	..	..	..	2	..	..	..	..	3
From stockpiles and loads	..	1	..	..	..	1	2	..	..	..	..	..	4	1	2	..	..	2	..	..	..	..	..	..	..	5
From moving railway vehicles	..	..	..	..	..	..	3	..	..	..	..	..	3	..	..	..	..	2	..	5	..	..	..	..	..	7
From other moving transportation vehicles	1	1	..	..	1	..	..	..	..	..	2	..	5	..	1	..	1	2	6	2	..	1	..	2	..	15
Into holds of vessels	..	..	..	..	2	..	2	..	..	..	..	..	4	..	..	..	..	2	1	5	..	..	..	..	..	8
Into shafts, pits, excavations, etc.	..	..	..	9	2	5	..	..	..	..	1	..	17	1	..	..	8	3	5	..	..	..	..	2	..	19
Into rivers, lakes, sea or harbours	1	11	23	2	4	2	12	..	..	..	4	..	59	1	6	6	4	6	7	17	..	1	..	9	..	57
Into storage bunkers	..	..	..	..	..	..	2	..	1	..	..	..	3	..	..	..	..	1	..	..	..	1	..	..	..	2
Into tanks, vats or kilns	..	..	..	..	2	..	..	..	..	..	..	..	2	..	..	..	..	4	1	1	..	..	..	..	..	6
Miscellaneous falls to different levels	1	..	..	2	2	7	2	..	..	..	2	..	16	3	..	..	1	8	3	..	1	..	..	2	..	18
Sub Total	**4**	**14**	**23**	**17**	**32**	**66**	**26**	**3**	**2**	**1**	**17**	..	**205**	**6**	**11**	**6**	**17**	**49**	**53**	**37**	**6**	**7**	**1**	**17**	..	**210**
Total	**4**	**16**	**24**	**21**	**39**	**72**	**28**	**3**	**5**	**1**	**27**	..	**240**	**6**	**12**	**6**	**18**	**54**	**54**	**39**	**6**	**12**	**1**	**21**	..	**229**
Conflagrations, Temperature Extremes and Explosions																									
Conflagrations	..	..	..	..	3	2	..	..	3	..	2	..	10	2	..	..	1	3	4	1	1	2	..	2	..	16
Exposure to welding flashes	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Exposure to cold or cold substances	1	..	3	..	1	..	..	..	..	..	..	..	5	..	..	..	..	..	..	3	..	..	..	..	..	3
Exposure to steam or other hot vapours	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Exposure to hot liquids or molten metal	..	..	..	1	3	..	..	..	..	..	..	..	4	..	..	..	..	1	..	..	..	..	..	1	..	2
Exposure to heat or hot substances, N.E.C.	..	..	..	..	1	..	..	..	..	..	..	..	1	..	..	..	..	1	..	..	..	..	..	..	..	1
Explosions—blasting accidents	1	1	..	5	6	3	1	1	..	..	2	..	20	..	..	..	6	..	..	..	..	..	..	1	..	7
Explosions of coal and/or dust	..	..	..	..	..	..	..	..	..	..	..	..	..	..	2	..	..	2	..	..	..	..	..	..	..	4
Air blasts (bumps) in mines	..	..	..	1	..	..	..	..	..	..	..	..	1	..	..	..	..	..	..	..	..	..	..	..	..	..
Explosions of steam pressure apparatus	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Explosions of liquid air, gas pressure apparatus and containers	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	1	1	..	3	..	..	..	..	5
Explosions of gasoline and/or oil	..	..	..	3	1	..	1	..	3	..	1	..	9	1	..	..	..	2	8	..	4	..	..	1	..	16
Explosion of chemicals	..	..	..	..	1	1	..	..	..	..	..	..	2	..	..	..	..	2	..	..	..	..	..	..	..	2
Amunition and firearms (accidental)	..	..	..	..	..	..	..	..	..	..	1	..	1	..	..	..	..	1	1	..	..	..	..	..	..	2
Other explosions	..	..	..	2	4	..	..	..	..	..	..	..	6	..	1	..	2	1	..	..	..	..	..	..	..	4
Total	**2**	**1**	**3**	**12**	**20**	**6**	**2**	**1**	**6**	..	**6**	..	**59**	**3**	**3**	..	**9**	**14**	**14**	**4**	**8**	**2**	..	**5**	..	**62**

Inhalation, Contact, Absorptions, Ingestion (asphyxiation, poisoning, etc.) and Industrial Diseases:																											
Exposure to acids, alkalis and similar chemicals				1	2								3														
Exposure to poisonous gasses		3		1	6	2	2		2		3		19		1		1	5	3	2	3			1		16
Exposure to dust (silicosis, etc.)[3]				43	16	1							60				41	23								64
Exposure to poisonous vegetation																											
Exposure to radioactive substances				3									3				2									2
Industrial diseases, N.E.C.					8	1	1						10				1	1						2		4
Exposure to miscellaneous poisonous agencies					1								1	1				2	1							4
Total		**3**		**48**	**33**	**4**	**3**		**2**		**3**		**96**	**1**	**1**		**45**	**31**	**4**	**2**	**3**			**3**		**90**
Contact with Electric Current																											
Lightning accidents	4												4	1					1							2
Exposure to or contact with electricity	1			3	16	18	3	14			4		59	1	1		6	10	12	2	12	1		2		47
Total	**5**			**3**	**16**	**18**	**3**	**14**			**4**		**63**	**2**	**1**		**6**	**10**	**13**	**2**	**12**	**1**		**2**		**49**
Over-exertion																											
Over-exertion resulting in strains, hernia, etc.					3	2	1				4		10				1	5	5	4	2			6		23
Total					**3**	**2**	**1**				**4**		**10**				**1**	**5**	**5**	**4**	**2**			**6**		**23**
Miscellaneous Accident Types																											
Violence					1						2		3					3	1				1	8		13
Bites, stings, etc., by animals, reptiles and insects																											
Infection, N.E.C.																								1		1
Miscellaneous					3	1			1		2		7		1			3		3						7
Total					**4**	**1**			**1**		**4**		**10**		**1**			**6**	**1**	**3**			**1**	**9**		**21**
Grand Total	**49**	**118**	**34**	**151**	**200**	**221**	**168**	**27**	**55**	**1**	**123**		**1,147***	**62**	**127**	**12**	**151**	**216**	**204**	**163**	**46**	**58**	**2**	**94**		**1,135**

[1]Preliminary.

[2]Revised.

[3]Most of these workers may have been incapacited for some years; this number does not represent the workers who have contracted this disease in 1962 or 1963.

*See footnote (2) Table H–1.

TABLE H-3—INDUSTRIAL FATALITIES IN CANADA, BY PROVINCE AND INDUSTRY 1962-1963

Industry	1963[1]												1962[2]											
	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Yukon and N.W.T.	Total	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Yukon and N.W.T.	Total
Agriculture	....	1	....	5	2	29	2	4	3	3	.....	49	1	2	3	3	6	28	3	8	8	....	.....	62
Logging	1	1	2	6	28	22	1	1	6	50	.....	118	2	....	1	7	30	19	1	1	6	60	.....	127
Fishing and Trapping	3	....	15	4	....	4	.....	.....	.....	8	.....	34	4	....	3	1	....	1	....	.....	.....	3	.....	12
Mining and Quarrying	4	....	8	4	13	47	6	8	26	34	1	151	6	....	9	1	20	60	2	8	20	23	2	151
Metalliferous mining	1	....	.....	2	11	39	5	4	....	24	1	87	4	....	....	1	15	54	2	5	....	16	2	99
Coal mining	.....	....	7	1	.....	.....	.....	1	4	2	.....	15	.....	....	8	.....	.....	.....	.....	.....	11	1	.....	20
Non-metallic mineral mining and quarrying, n.e.s.	3	....	1	1	2	8	1	3	22	8	.....	49	2	....	1	....	5	6	....	3	9	6	.....	32
Manufacturing	4	2	6	7	35	87	6	1	15	37	.....	200	3	3	7	6	53	91	7	5	11	30	.....	216
Food and beverages	....	2	....	2	4	4	....	1	1	3	.....	17	....	3	....	....	2	6	3	....	2	4	.....	20
Tobacco and tobacco products	....	....	....	....	1	1	....	....	....	....	.....	2	....	....	....	....	....	1	....	....	....	....	.....	1
Rubber products	....	....	....	....	....	1	....	....	....	....	.....	1	....	....	....	....	....	1	....	....	....	....	.....	1
Leather products	....	....	....	....	....	1	....	....	....	....	.....	1	....	....	....	....	....	....	....	....	....	....	.....	....
Textile products (except clothing)	....	....	....	....	1	....	....	....	....	....	.....	1	....	....	....	1	4	2	....	....	....	....	.....	7
Clothing (textile and fur)	....	....	1	1	4	6	1	....	....	12	.....	25	1	....	2	1	8	8	1	....	2	15	.....	38
Wood products	....	....	1	....	5	4	....	....	1	9	.....	21	2	....	1	....	9	6	....	....	....	1	.....	19
Paper products	1	....	1	....	2	....	....	....	....	1	.....	3	....	....	....	....	....	1	....	....	....	....	.....	1
Printing, publishing and allied trades	....	....	....	....	....	....	....	....	....	....	.....	....	....	....	....	....	....	....	....	....	....	....	.....	....
Iron and steel products	....	....	3	1	4	41	3	....	4	3	.....	59	....	....	1	1	9	34	1	1	3	5	.....	55
Transportation equipment	....	....	1	2	4	8	1	....	1	3	.....	20	....	....	3	....	11	9	2	2	2	1	.....	30
Non-ferrous metal products	....	....	....	....	4	3	....	....	....	3	.....	10	....	....	....	....	3	4	....	....	1	1	.....	9
Electrical apparatus and supplies	....	....	....	....	1	4	1	....	....	1	.....	7	....	....	....	....	1	3	....	....	....	1	.....	5
Non-metallic mineral products	2	....	....	1	2	5	....	....	....	....	.....	10	....	....	....	2	2	8	....	2	1	1	.....	16
Chemical products	1	....	....	....	2	4	....	....	5	2	.....	14	....	....	....	1	2	7	....	....	....	1	.....	11
Miscellaneous manufacturing industries	....	....	....	....	1	5	....	....	3	....	.....	9	....	....	....	....	2	1	....	....	....	....	.....	3
Construction	5	....	5	10	51	70	13	10	23	34	.....	221	11	1	8	3	57	46	9	15	31	23	.....	204
Buildings and structures	2	....	3	3	27	16	5	2	6	8	.....	72	7	....	....	1	26	28	....	8	9	4	.....	83
Highway and bridge	3	....	....	5	4	18	3	4	7	7	.....	51	3	1	4	1	14	10	5	1	7	12	.....	58
Miscellaneous	....	....	2	2	20	36	5	4	10	19	.....	98	1	....	4	1	17	8	4	6	15	7	.....	63
Transportation, Storage and Communication	12	....	10	2	44	51	7	6	12	24	.....	168	7	2	6	7	38	45	7	6	20	25	.....	163
Steam railways	1	....	6	....	12	10	1	1	2	5	.....	38	1	....	2	1	4	7	5	3	6	9	.....	38
Street and electric railways	.....	....	.....	.....	.....	3	.....	.....	.....	.....	.....	3	.....	....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Water transportation[3]	9	....	.....	.....	8	1	.....	.....	.....	7	.....	25	6	....	2	2	10	3	.....	.....	.....	4	.....	27
Air transportation[3]	1	....	.....	.....	8	6	.....	.....	1	4	.....	20	.....	....	.....	.....	2	2	.....	.....	.....	8	.....	12
Local and highway transportation	1	....	4	1	13	27	5	4	6	7	.....	68	....	2	2	4	21	28	2	3	14	3	.....	79
Storage	.....	....	.....	.....	1	1	1	1	.....	.....	.....	4	.....	....	.....	.....	.....	3	.....	.....	.....	.....	.....	3
Telegraphs and telephones	....	....	....	1	2	3	....	....	1	....	.....	7	....	....	....	....	....	1	....	....	....	1	.....	2
Express	....	....	....	....	....	....	....	....	....	....	.....	....	....	....	....	....	....	....	....	....	....	....	.....	....
Unclassified	....	....	....	....	....	....	....	....	2	1	.....	3	....	....	....	....	1	1	....	....	....	....	.....	2
Public Utilities	....	....	4	1	5	9	1	1	3	3	.....	27	....	....	3	....	19	14	1	2	5	1	1	46

Trade			**3**	**1**	**4**	**27**	**3**	**4**	**7**	**6**		**55**	**1**		**1**	**2**	**8**	**25**	**1**	**2**	**9**	**9**		**58**
Wholesale			1		2	17	2	3	5	3		33	1		1	2	5	17	1	2	3	6		38
Retail			2	1	2	10	1	1	2	3		22					3	8			6	3		20
Finance						**1**						**1**						**1**				**1**		**2**
Service			**1**	**1**	**21**	**40**	**6**	**7**	**12**	**30**	**5**	**123**	**1**		**3**		**14**	**42**	**5**	**2**	**7**	**18**	**2**	**94**
Public administration				1	19	29	5	6	11	24	5	100			3		13	35	4	2	6	13	2	78
Recreational						1				3		4						1						1
Laundering, dyeing and cleaning			1									1						1						1
Personal, domestic and business					2	10	1	1	1	3		18	1				1	5	1		1	5		14
Total	**29**	**4**	**54**	**41**	**203**	**387**	**45**	**42**	**107**	**229**	**6**	**1,147***	**36**	**8**	**44**	**30**	**245**	**372**	**36**	**49**	**117**	**193**	**5**	**1,135**

(1)Preliminary.

(2)Revised.

(3)Includes accidents to seamen and airmen on Canadian craft only; any such accidents occurring outside of Canada are assigned to the province from which craft were operated.

*See footnote (2), Table H-1.

TABLE H-5—INDUSTRIAL INJURIES, NON-FATAL AND FATAL, REPORTED BY PROVINCIAL WORKMEN'S COMPENSATION BOARDS, 1959-1963

Province	Non-fatal			Fatal	Total
	Medical Aid Only[1]	Temporary Disability	Permanent Disability		
1959					
Newfoundland	5,142	4,134	92	17	9,385
Prince Edward Island	1,038	800	20	3	1,861
Nova Scotia	10,373	6,451	591	47	17,462
New Brunswick	7,076	6,336	148	27	13,587
Quebec				186	99,258
Ontario	179,358	70,225	2,612	309	252,504
Manitoba	12,983	5,314	259	32	18,588
Saskatchewan	11,932	9,670	151	47	21,800
Alberta	27,602	19,743	815	117	48,277
British Columbia	41,324	21,717	1,134	161	64,336
Total				**946**	**547,058**
1960					
Newfoundland	5,537	4,823	112	26	10,498
Prince Edward Island	1,043	731	13	4	1,791
Nova Scotia	10,336	6,977	529	37	17,879
New Brunswick	11,482	7,585	212	32	19,311
Quebec				220	100,704
Ontario	172,498	64,992	2,710	269	240,469
Manitoba	12,787	8,931	331	22	22,071
Saskatchewan	12,140	9,725	142	25	22,032
Alberta	26,457	19,101	797	116	46,471
British Columbia	38,715	21,518	1,037	161	61,431
Total				**912**	**542,657**
1961					
Newfoundland	5,317	3,495	41	11	8,864
Prince Edward Island	1,053	732	21	3	1,809
Nova Scotia	9,687	6,166	362	33	16,248
New Brunswick	9,097	7,421	223	23	16,764
Quebec				204	99,502
Ontario	175,876	61,148	2,593	273	239,890
Manitoba	12,375	9,019	415	28	21,837
Saskatchewan	12,210	9,976	81	35	22,302
Alberta	29,062	18,976	738	107	48,883
British Columbia	41,556	20,201	1,097	139	62,993
Total				**856**	**539,092**
1962					
Newfoundland	5,997	3,590	42	13	9,642
Prince Edward Island	948	841	33	4	1,826
Nova Scotia	11,732	7,123	285	37	19,177
New Brunswick	10,578	8,419	144	26	19,167
Quebec				160	115,243
Ontario	184,903	62,319	2,728	242	250,192
Manitoba	12,713	9,467	378	31	22,489
Saskatchewan	11,878	9,263	43	26	21,210
Alberta	27,844	20,795	796	131	49,566
British Columbia	41,684	21,636	1,210	164	64,694
Total				**834**	**573,206**
1963[2]					
Newfoundland	5,384	3,527	53	15	8,979
Prince Edward Island	953	1,026	14	3	1,996
Nova Scotia	11,465	7,325	35	31	18,856
New Brunswick	10,611	7,854	256	26	18,747
Quebec				224	122,248
Ontario[3]	142,614	52,535	1,741	200	197,090
Manitoba	13,601	10,083	387	28	24,099
Saskatchewan	11,154	9,531	422	56	21,163
Alberta	29,915	21,230	809	90	52,044
British Columbia	45,469	23,181	1,124	156	69,930
Total				**829**	**535,565**

[1] Accidents requiring medical treatment but not causing disability for a sufficient period to qualify for compensation. This period varies from 1 to 5 days.

[2] Preliminary.

[3] From Jan. 1 to Sept. 30, 1963.